

<b>Title of Report:</b>  <b>Update on the Completion of the Kickstart to Work Project Funded from the European Social Fund from April 2015 to March 2018</b>	<b>Officer presenting: Head of Business</b>  <b>Author: Skills Manager</b>
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## **1 Purpose of Report/Recommendations**

- 1.1 The purpose of this report is to provide Members with a 3 year report (01 April 2015 - 31 March 2018) on the Kickstart to Work Project.
- 1.2 This report signifies the closure of Kickstart to Work after ten years in operation.

## **2 Background**

- 2.1 Kickstart to Work has been delivered successfully by DCSDC for a ten year period spanning 01 April 2008 to 31 March 2018. Over the ten year period Kickstart to Work has brought in excess of £6m into the economy of the Council area. It completed its 3rd and final round of European Social Funded delivery on 31 March 2018.
- 2.2 The original aim of the Kickstart To Work project was to annually progress an average of 283 (848 over 3 years) unemployed and economically inactive people closer to employment through capacity building, personal development and mentoring and employment initiatives to overcome barriers in order for them to acquire the appropriate skills to access, achieve and sustain employment.
- 2.3 The project was a holistic client centred model, adopting a five stage menu of support linking actions from the supply to the demand side of labour market engagement:
  - Needs Assessment & Personal Development
  - Employability Skills & Job Skills Management
  - Addressing Education, Training and Barriers
  - Work Experience/Employment Initiatives
  - Post Employment Support

- 2.4 The Kickstart to Work project built on the strengths and capacity of our Skills Team for delivery through social procurement initiatives, paid work placement opportunities and the HARTE programme. In addition, the project complemented and supported existing economic development priorities, for example, a specific Clipper initiative in partnership with the Loughs Agency to maximise the impact of the Maritime Festival for those disadvantaged in our communities.
- 2.5 The project was scoped to avail of ESF resources to support Council's economic development priorities, where Council was best placed to do so and where needs were not being met by other stakeholders.

### 3 Key Issues

- 3.1 Over the ten year life of the project it has continued to perform well, and has exceeded most targets. In the final three years 926 clients were both case loaded and signed off the Kickstart to Work project. The following outcomes have been achieved from 01 April 2015 to 31 March 2018:

<b>OUTCOMES / DESTINATIONS 2015 to 2018</b>				
<b>Destination</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Target</b>
<b>Employment F/T</b>	<b>170</b>	<b>65</b>	<b>235</b>	<b>143</b>
<b>Employment P/T</b>	<b>15</b>	<b>16</b>	<b>31</b>	<b>23</b>
<b>Self-Employment</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>0</b>
<b>Education - Further</b>	<b>67</b>	<b>60</b>	<b>127</b>	<b>143</b>
<b>Education - Higher</b>	<b>6</b>	<b>2</b>	<b>8</b>	<b>0</b>
<b>Training</b>	<b>7</b>	<b>4</b>	<b>11</b>	<b>69</b>
<b>Training - Government</b>	<b>28</b>	<b>6</b>	<b>34</b>	<b>72</b>
<b>Volunteering</b>	<b>25</b>	<b>7</b>	<b>32</b>	<b>45</b>
<b>Job Search</b>	<b>10</b>	<b>10</b>	<b>20</b>	<b>0</b>
<b>Completer with a positive outcome</b>	<b>134</b>	<b>49</b>	<b>183</b>	<b>55</b>
<b>Early leaver / unknown (e.g. personal reasons, ill health, caring responsibilities, no longer engaging, lost contact, request met)</b>	<b>148</b>	<b>92</b>	<b>240</b>	<b>133</b>
<b>Total</b>	<b>615</b>	<b>311</b>	<b>926</b>	

<b>OUTCOMES AS % OF TOTAL</b>	<b>Numbers</b>	<b>Total</b>	<b>% of</b>
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<b>COMPLETERS</b>			<b>completers</b>
<b>CASELOADED ONTO KICKSTART</b>		<b>926</b>	<b>(686)</b>
<b>EMPLOYMENT</b>			
<b>Employment - FT</b>	<b>235</b>		
<b>Employment - PT</b>	<b>31</b>		
<b>Self-Employment</b>	<b>5</b>	<b>271</b>	<b>39.5%</b>
<b>EDUCATION</b>			
<b>Education - Further</b>	<b>127</b>		
<b>Education - Higher</b>	<b>8</b>	<b>135</b>	<b>19.7%</b>
<b>TRAINING</b>			
<b>Training</b>	<b>11</b>		
<b>Training - Government</b>	<b>34</b>	<b>45</b>	<b>6.6%</b>
<b>OTHER POSITIVE OUTCOMES</b>			
<b>Volunteering</b>	<b>32</b>	<b>32</b>	<b>4.7%</b>
<b>Job Search</b>	<b>20</b>	<b>20</b>	<b>2.9%</b>
<b>COMPLETERS WITH POSITIVE OUTCOME e.g. accessed barriers fund, completed pre-employment training, signposted to support organisations etc.</b>	<b>183</b>	<b>183</b>	<b>26.6%</b>
<b>TOTAL COMPLETERS</b>		<b>686</b>	<b>100%</b>
<b>EARLY LEAVERS / UNKNOWN</b>	<b>240</b>	<b>240</b>	
<b>TOTAL LEAVERS</b>	<b>926</b>	<b>926</b>	

3.2 A total of 1272 qualifications were achieved between 01 April 2015 and 31 March 2018. These were both level 1 and industry led short accredited training courses as follows:

<b>Qualifications gained over the 3 year period</b>	<b>ACTUAL</b>
<b>Maritime: coaching angling, coaching paddle sports &amp; power boating</b>	<b>212</b>

<b>Hospitality related: food safety, health &amp; safety, customer service, introducing retail &amp; introducing hospitality</b>	<b>662</b>
<b>Employability Skills: CV building, application form completion, interview techniques &amp; communication</b>	<b>218</b>
<b>Other short accredited training courses e.g. CSR card, plant &amp; machinery, security training, HGV driving</b>	<b>180</b>

- 3.3 The performance of the project has been excellent across the most significant indicators which are reported to the European Commission. In order of priority they are in employment (39.5%), gained a qualification (65.9% or 452/686 completers gaining one or more qualifications), in education/training (26.3%) and job searching (2.9%: note only inactive clients can be counted).
- 3.4 In the last six years and more recently in the last three years there has been substantial ESF funding coming into the City and District so there is existing capacity within the council area to meet the training and support needs of local job seekers. Kickstart to Work staff will be actively referring all persons or organisations with an enquiry to local ESF projects, whilst also working with the projects to ensure alignment and delivery of the Strategic Growth plan outcomes.
- 3.5 Staff within the Skills Team will continue to support and work towards achievement of the Strategic Growth Plan outcomes through the Education & Skills Delivery Partnership

#### **4 Financial, Equality, Legal, HR and Other Implications**

- 4.1 Whilst advances have been provided on claims submitted to provide a cash flow, the vouching of claims has been slow but due to our results from previous onsite vouching we have been deemed low risk and have moved to desk vouching which should clear the grant aid outstanding to Council from year 2 and 3.
- 4.2 The skills team are funded out of a departmental rates allocation for Employment, Skills & Training.

#### **5 Recommendations**

- 5.1 It is recommended that members note the content of the report.
- 5.2 It is recommended that members note the closure of the Kickstart to Work programme with effect from 31 March 2018

## **Background Papers**

**None**