

**COFNOD O BENDERFYNIAD WEDI'I DDIRPRWYO GAN SWYDDOG
RECORD OF DELEGATED OFFICER DECISION**

Penderfyniad Allweddol | Key Decision ✓

PWNC | SUBJECT:

THE KICKSTART SCHEME FOR YOUNG PEOPLE AGED 16-24 YEARS

DIBEN YR ADRODDIAD | PURPOSE OF THE REPORT:

In accordance with the Council's Scheme of Delegation, this report has been prepared to accompany the intended officer decision of the Director of Development and Prosperity, Director of Public Health, Protection and Community Services and Director of Human Resources as described below:

The purpose of the report was two-fold:

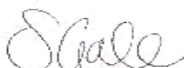
- to seek approval for an application to become a Gateway employer under the Department of Work and Pensions' Kickstart Scheme so that the Council will be able to make applications on behalf of small and medium-sized businesses with less than 30 placements for young people;
- and to seek approval to apply to be a host for Kickstart placements for young people aged 16-24 years within the Council.



PENDERFYNIAD WEDI'I DDIRPRWYO | DELEGATED DECISION:

It is agreed that:

An application will be made for the Council to become a Gateway Employer under the Kickstart scheme.

An application can be submitted for Kickstart placements to be offered within the Council.

	Simon Gale	14 th October 2020
Llofnod y Prif Swyddog Chief Officer Signature	Enw (priflythrennau) Name (Print Name)	Dyddiad Date

 Llofnod y Prif Swyddog Chief Officer Signature	Richard Evans Enw (priflythrennau) Name (Print Name)	14th October 2020 Dyddiad Date
 Llofnod y Prif Swyddog Chief Officer Signature	Paul Mee Enw (priflythrennau) Name (Print Name)	14th October 2020 Dyddiad Date

Mae'r penderfyniad yn cael ei wneud yn unol ag Adran 15 o Ddeddf Llywodraeth Leol 2000 (Swyddogaethau'r Corff Gweithredol) ac yn y cylch gorchwyl sy wedi'i nodi yn Adran 5 o Ran 3 o Gyfansoddiad y Cyngor.

The decision is taken in accordance with Section 15 of the Local Government Act, 2000 (Executive Functions) and in the terms set out in Section 5 of Part 3 of the Council's Constitution.

YMGYNGHORI | CONSULTATION



12th October 2020

LLOFNOD YR AELOD YMGYNGHOROL O'R CABINET
CONSULTEE CABINET MEMBER SIGNATURE

DYDDIAD | DATE



12th October 2020

LLOFNOD YR AELOD YMGYNGHOROL O'R CABINET
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12th October 2020

LLOFNOD YR AELOD YMGYNGHOROL O'R CABINET
CONSULTEE CABINET MEMBER SIGNATURE

DYDDIAD | DATE

LLOFNOD SWYDDOG YMGYNGHOROL
CONSULTEE OFFICER SIGNATURE

DYDDIAD | DATE

RHEOLAU'R WEITHDREFN GALW-I-MEWN | CALL IN PROCEDURE RULES.

**A YW'R PENDERFYNIAD YN UN BRYN A HEB FOD YN DESTUN PROSES GALW-I-MEWN
GAN Y PWYLLGOR TROSOLWG A CHRAFFU?:**

IS THE DECISION DEEMED URGENT AND NOT SUBJECT TO CALL-IN BY THE OVERVIEW
AND SCRUTINY COMMITTEE:

NAC YDY | NO ✓

Rheswm dros fod yn fater brys | Reason for Urgency:

*Os yw'n cael ei ystyried yn fater brys - Ilofnod y Maer/Dirprwy Faer/Pennaeth y Gwasanaeth
Cyflogedig yn cadarnhau cytundeb fod y penderfyniad arfaethedig yn rhesymol yn yr holl
amgylchiadau iddo gael ei drin fel mater brys, yn unol â rheol gweithdrefn trosolwg a chraffu 17.2:
If deemed urgent - signature of Mayor or Deputy Mayor or Head of Paid Service confirming
agreement that the proposed decision is reasonable in all the circumstances for it being treated as
a matter of urgency, in accordance with the overview and scrutiny procedure rule 17.2:*

.....
(Maer | Mayor)

.....
(Dyddiad | Date)

**DS - Os yw hwn yn benderfyniad sy'n cael ei ail-ystyried yna does dim modd galw'r
penderfyniad i mewn a bydd y penderfyniad yn dod i rym o'r dyddiad mae'r penderfyniad
wedi'i lofnodi.**

**NB - If this is a reconsidered decision then the decision Cannot be Called In and the decision will
take effect from the date the decision is signed.**

DYDDIADAU CYHOEDDI A GWEITHREDU | PUBLICATION & IMPLEMENTATION DATES

CYHOEDDI | PUBLICATION

Cyhoeddi ar Wefan y Cyngor | Publication on the Councils Website:- ____15-10-20____

DYDDIAD | DATE

GWEITHREDU'R PENDERFYNIAD | IMPLEMENTATION OF THE DECISION

Nodwch: Fydd y penderfyniad hwn ddim yn dod i rym nac yn cael ei weithredu'n llawn nes cyn pen 3 diwrnod gwaith ar ôl ei gyhoeddi. Nod hyn yw ei alluogi i gael ei "Alw i Mewn" yn unol â Rheol 17.1, Rheolau Gweithdrefn Trosolwg a Chraffu.

Note: This decision will not come into force and may not be implemented until the expiry of 3 clear working days after its publication to enable it to be the subject to the Call-In Procedure in Rule 17.1 of the Overview and Scrutiny Procedure Rules.

Yn amodol ar y drefn "Galw i Mewn", caiff y penderfyniad ei roi ar waith ar / Subject to Call In the implementation date will be

21-10-20

DYDDIAD / DATE

WEDI'I GYMERADWYO I'W GYHOEDDI: ✓ | APPROVED FOR PUBLICATION :✓



Rhagor o wybodaeth | Further Information:

Cyfadran Directorate:	Public Health and Protection and Community Services
Enw'r Person Cyswllt Contact Name:	Wendy Edwards
Swydd Designation:	Service Director of Community Services
Rhif Ffôn Telephone Number:	01443 425512 / 07557082875



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

KEY DELEGATED DECISION

A REPORT TO ACCOMPANY A DECISION OF THE DIRECTOR OF PROSPERITY AND DEVELOPMENT, DIRECTOR OF PUBLIC HEALTH, PROTECTION & COMMUNITY SERVICES; AND DIRECTOR OF HUMAN RESOURCES IN DISCUSSIONS WITH THE RELEVANT PORTFOLIO HOLDERS, CLLR. RHYS LEWIS; CLLR ROBERT BEVAN AND CLLR MARK NORRIS

OCTOBER 2020

THE KICKSTART SCHEME FOR YOUNG PEOPLE AGED 16-24 YEARS

Author: Wendy Edwards, Service Director – Community Services (07557082875)

1. PURPOSE OF THE REPORT

- 1.1 The purpose of the report is to outline the Department of Work and Pensions' Kickstart Scheme for young people aged 16-24 years and to seek approval for:
- an application to offer Kickstart placements within the Council; and
 - an application to act as a Gateway employer for the programme on behalf of businesses in Rhondda Cynon Taf.

2. RECOMMENDATIONS

It is recommended to:

- 2.1 Note the content of the report;
- 2.2 Agree to the proposals outlined in section 5.1;
- 2.3 Consider whether any additional information is required.

3. REASONS FOR RECOMMENDATIONS

- 3.1 This proposal will enable the Council to provide government-funded placements for young people within its own organisation increasing services' capacity to meet the needs of residents while providing excellent opportunities and support for young people to develop their skills and improve their longer-term career prospects.

- 3.2 It will enhance further the support offered by the Council to businesses across the county enabling small and medium-sized businesses with fewer than 30 placements for young people to apply to Kickstart.
- 3.3 The expertise available across a range of Council services will ensure that employers who have limited resources will be able to access help with development of job descriptions and access to advice on mentoring and training so that they are better able to meet the criteria of the scheme and offer young people the full range of experiences that they require.

4. BACKGROUND

Young People

- 4.1 The Kickstart Scheme has been designed to address the needs of young people aged 16-24 years old who are claiming Universal Credit and are at risk of long-term unemployment. It is anticipated that it will create thousands of new jobs for young people in Wales and across the UK.
- 4.2 The UK government will fully fund each 'Kickstart' job, paying 100% of the age-relevant National Minimum Wage, National Insurance and pension contributions for 25 hours a week for 6 months.
- 4.3 The jobs will give young people an opportunity to build their skills in the workplace and to gain experience that will enable them to improve their chances of getting longer-term employment.
- 4.4 DWP data shows that in August 2020 there were 4,333 young people claiming Universal Credit in Rhondda Cynon Taf compared with 2,344 in February 2020. Therefore there is a need to provide more opportunities for work experience, skills development and employment for this age group.

Employers

- 4.5 In addition to the funding referred to at 4.2 above, employers will receive £1,500 to provide support, training and other set up costs for a person on a Kickstart placement.
- 4.6 Employers of all sizes are eligible to apply for Kickstart placements and there is no upper limit to the number of vacancies that can be offered. However, the vacancies have to be new vacancies and must not replace existing or planned redundancies; or cause existing employees, apprentices or contractors to lose their employment or have their employment reduced.
- 4.7 Employers offering fewer than 30 placements will need to make a bid for funding through an intermediary (known as a Gateway employer) who will then apply for 30 or more placements as a combined bid from several businesses. Local

Authorities have been specifically referred to in the government's promotional materials as potential intermediaries.

Responsibilities of a Gateway employer

- 4.8 The responsibilities are as follows:
- gather information about the job placements that employers want to offer;
 - use this information to submit an online application on behalf of a group of employers;
 - pass on relevant payments from the DWP onto each employer;
 - if required, share expertise with employers to help induct and train young people employed through the scheme for example supporting those with particular disadvantages, or provide employability support directly to young people employed through the scheme.
- 4.9 Gateway employers must have:
- experience of managing partnership agreements with third parties;
 - robust financial and governance processes to manage the application.
- 4.10 Gateway employers will be paid £300 on the commencement of each Kickstart placement. A charge may also be made in agreement with an employer for the provision of training/support if they are unable to provide the necessary training themselves or do not have a provider who can provide this (£1,500 is provided to each employer for this purpose).

5. PROPOSAL

- 5.1 This proposal is two-fold:
- that the Council applies for funding as an employer for Kickstart placements;
 - that the Council applies to become a Gateway employer that will support local businesses with fewer than 30 vacancies to apply for funding under the scheme.
- 5.2 A cross-services team of officers have been involved in considering the potential issues related to the scheme with senior officers from Education, Employment and Training (EET), Community Development, Employment Services, Finance, Human Resources (HR) and Regeneration represented at the discussions. If the proposal is approved this group could act as a Project Board overseeing the implementation and development of both strands of the scheme.
- 5.3 It is envisaged that EET/HR would lead on any applications in relation to Kickstart placements for the Council due to their expertise and success in supporting young people from a range of backgrounds through the traineeship, apprenticeship and graduate schemes.

- 5.4 It is proposed that the Employer Liaison team that straddles Employment Services and Regeneration will lead on applications as a Gateway Employer due to the combination of business knowledge and the employability training and support available within these teams.
- 5.5 A robust process has been developed in partnership with Finance should the Council wish to apply to become a Gateway Employer.

6. NEXT STEPS

- 6.1 In order to be in a position to consider an application as a Gateway employer, the Council had to register an expression of interest in September. This was done within the required timescale. The next step will be to make a formal application to be a Gateway Employer if Members approve this report.
- 6.2 Completing an expression of interest has enabled us to assess the level of interest within local businesses for the scheme. Currently 12 small businesses in Rhondda Cynon Taf have indicated they would like to apply for the scheme to offer 36 placement opportunities but need to wait for a Gateway employer before they can progress with their applications.
- 6.3 If an application is progressed swiftly it is envisaged that placements may begin from November onwards.
- 6.4 The timescale for potential Council placements will necessarily be longer due to the need to liaise with internal services to assess the level of interest and to ensure that there will be meaningful placements with the necessary level of support available.

7. EQUALITY AND DIVERSITY IMPLICATIONS

- 7.1 An Equality Impact Assessment is not required.

8. CONSULTATION/INVOLVEMENT

- 8.1 No external consultation exercise has been required. However relevant internal Council services have been consulted.

9. FINANCIAL IMPLICATION(S)

- 9.1 A fee of £300 per successful placement is provided to the Gateway Employer. This can be used to support the administration of the scheme. It is anticipated that small businesses wishing to apply for the scheme might have difficulties providing the relevant training for some young people. In such circumstances

the Council's Employment Services team will be able to provide support and a level of charges have been developed so that fully costed provision can be offered to employers.

- 9.2 The Council as an employer can benefit from the proposal by applying for funding to employ young people on fully funded Kickstart placements.

10. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

- 10.1 A legal agreement will be entered into if the application is approved and deemed by DWP to be successful.

11. LINKS TO THE COUNCIL'S CORPORATE PLAN PRIORITIES

- 11.1 Creating opportunities for people and businesses to be innovative, entrepreneurial and fulfil their potential and prosper is a key priority in the Council's Corporate Plan. Bringing jobs to town centres and helping people into work are important aspects of this priority. Engaging with the Kickstart scheme as an employer and as an intermediary for other businesses in the county will make a significant contribution to this Council priority.

12. CONCLUSION

- 12.1 The Kickstart Scheme offers opportunities to the Council as an employer to provide fully funded work placements for young people aged 16-24 years old, and also offers an opportunity for the Council to support small and medium sized employers across the county who need a Gateway employer to enable them to access the scheme.
- 12.2 The benefits of the scheme for young people who are claiming Universal Credit and are at risk of longer term unemployment are huge while the scheme will be a welcome development for local businesses striving to overcome the impact of Covid-19 and the floods.