



# Doncaster Council

## Report

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9<sup>th</sup> March 2022

### To the Chair and Members of the Regeneration and Housing Overview and Scrutiny Panel

#### Employment programme opportunities following Covid easing

Relevant Cabinet Member(s)	Wards Affected	Key Decision
Cllr Glyn Jones Cllr Lani-Mae Ball	All	No

#### EXECUTIVE SUMMARY

This report provides;

1. An Employment data dashboard in the appended report '**Business Recovery Claimants and Job Market**' including furlough and job posting data.
2. Insights and assessments of the data, provided to enable the panel to see the pre-Covid, Covid and current picture.
3. In summary; the pandemic had a significant impact on the employment landscape and has brought unique challenges to overcome with the remaining claimant base which still remains high at 5.35% of the working age population (10,240).
4. Reflection on employment programmes; changed, ceased or introduced and a clear picture of current opportunities and priorities.
5. A key point highlighted within the report to note is the abundance of jobs available in Doncaster, however employers are reporting to finding it increasingly difficult to attract candidates and fill vacancies, which shows disconnect between vacancies and available workforce including unemployed residents.

#### EXEMPT REPORT

6. This report is not exempt.

#### RECOMMENDATIONS

7. Members of the Regeneration and Housing Scrutiny Panel are asked to note and comment on the information provided.

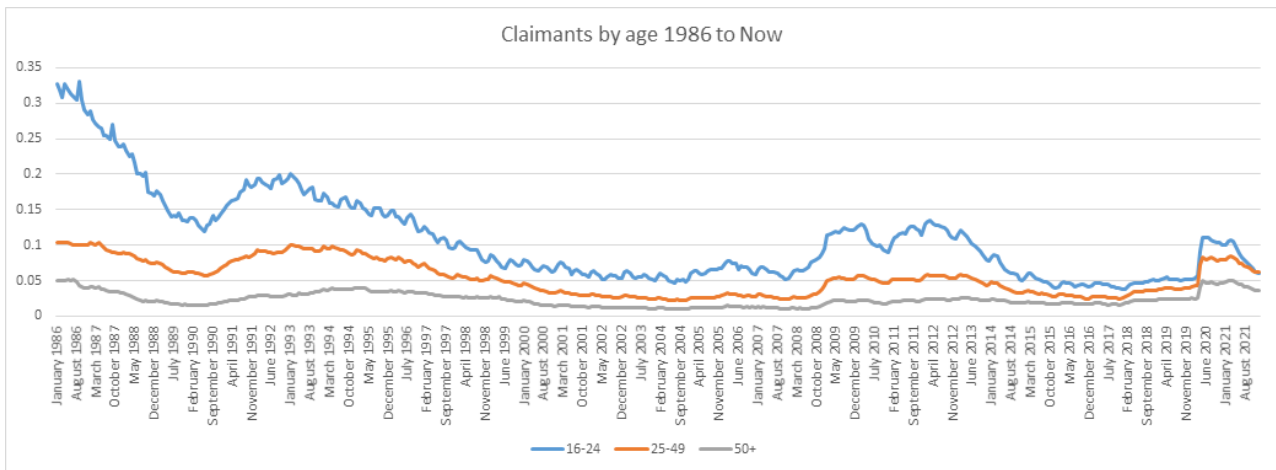
## WHAT DOES THIS MEAN FOR THE CITIZENS OF DONCASTER?

8. The performance of the economy impacts all citizens of Doncaster, the pandemic period has been a significant challenge and employment and skills support has been reshaped and designed to take account of these impacts and best support people on their career journey.
9. There is an abundance of support and information available and we need to stay focussed on ensuring people are aware and can access and more importantly benefit from it.
10. Good employment and people thriving in their chosen career makes a real difference to people's lives. There is also now the added importance of employment in the context of the rising cost of living.
11. The employment support outlined links to the Council's Corporate Plan delivery and delivery of well-being goals and specifically the new proposed EDI objectives p4, which include improved engagement with our most deprived communities in jobs and skills.
12. The activity outlined in the report will be making a huge contribution to these priorities [Appendix 1 Corporate Plan 22-23.pdf \(modern.gov.co.uk\)](#)

## BACKGROUND

### Data

13. Doncaster had reasonably high unemployment pre pandemic (3.82%), this increased as an impact of the pandemic to 7.62% however remained broadly in line with other South Yorkshire areas. We currently have a claimant rate of 5.36% so even though we're trending downwards we've still a way to go.
14. Doncaster had the highest claimant rate in South Yorkshire for almost 2 years before the pandemic, not dramatically higher, but consistently. We were 6th highest out of our group of 15 CIPFA neighbours. (CIPFA stands for Chartered Institute of Public Finance and Accountancy, this organisation calculates a list of local authorities that are "similar", in terms of Economy, Health, Deprivation, etc and they are useful for comparing against.)
15. Youth unemployment however showed a significant increase as an impact of Covid, much higher than our neighbours and comparators at 11.11% (3180) of 16-24 year olds. However, youth claimant numbers reduced throughout 2021 and are now in February 2022 at 6.01% and 1,720.
16. The chart in the appended economic data dashboard demonstrates the Percentage of claimants by age band, and shows that the 16-24s claimant numbers are now less than the 25-49 age group, which is showing a much more positive picture and Doncaster is closing the gap with other South Yorkshire neighbours.
17. The claimant data available on Nomis going all the way back to January 1986, shown below demonstrates that this has been the first time ever that 16-24 year olds claimants rate has dropped below the 25-49 age range. Which is a really positive step forwards and reflection on the success of recent programmes including Youth Hub, explained further below.



18. The 16-24yrs claimant rate is also no longer the highest in South Yorkshire, it has fallen just behind Rotherham.
19. Recently the impact of support and easing of covid restrictions, the bounce back of business and the economy has led to a reduction in Universal Credit claimants overall, however they are still above pre pandemic levels and the claimant base is presenting with increased challenges from a health perspective with currently 30% of Universal Credit Customers on a health journey (not fit for work).
20. The impact of the pandemic is likely to take further time to unfurl and programmes are centred on additional support for those that need it most and accelerating employment outcomes for those ready for work.
21. There have been over 26,000 job postings over the last twelve months, with the greatest proportion of job vacancies to be found within lower-skilled occupations such as care work, elementary storage and sales. (The latest data, 2204 vacancies in January 2022, peaked at 3007 in November 2021, an all-time record for Job postings in Doncaster.)
22. The Council's Policy Insight and Change Team have commissioned the University of Sheffield to deliver a research project providing a deep dive into the co-existence of high job vacancy rates and high youth unemployment rates. The study will seek answers to two important questions:
  - a. What are the drivers of youth unemployment (including identifying barriers)?
  - b. How does unemployment affect young people, their families and their communities?
23. Interviews with young people will explore key themes such as: family, social and educational background, skills, and access to training; experiences of support; aims, hopes and ambitions regarding work and employment; local labour market knowledge; perceptions of differing sectors, occupations and local employers; perceptions of the value of paid employment; specific barriers to employment; the impact of COVID-19; and the consequences of unemployment (financial, wellbeing etc.).
24. It is envisaged that findings will enable a better understanding of the problem and provide a basis to support in the development of interventions, activities and support that will make a positive impact.

25. Preliminary findings indicate that:
- a. In both Doncaster and South Yorkshire more generally the demand for high skilled workers (% of job postings requiring Level 4+ skills) exceeds the supply (% of population with L4+ skills), whereas the supply of middle and low skilled workers outstrips the demand for those skills.
  - b. Before the pandemic, postings for high-skilled jobs across South Yorkshire had increased by 50% since 2016. Whilst high-skilled job postings for Doncaster had shown little change, possibly even a decrease, over this period.
  - c. The largest increase in job postings for Doncaster and South Yorkshire since 2016 have come from low-skilled jobs. This is particularly true since the pandemic.
  - d. In terms of changes in job postings between pre- and post-pandemic
    - i. For low-skilled occupations: there has been a significant decrease in service-focussed jobs, but increases in many occupations focussing on transport and storage.
    - ii. For medium-skilled occupations: there have been significant decreases in occupations focusing on service jobs, but increases in many occupations in transport, storage and construction.

### **What does the data mean for Employment Support?**

26. To best support people into employment many programmes and opportunities have been changed and we have seen new activity coming on stream.
27. Local activity and the network of employment related and health focussed support and information is shared and coordinated via our Doncaster **Local Integration Board** who have met remotely throughout the pandemic. Local Integration Boards (LIBs) are Local Authority multi-agency groups that meet to resolve issues around getting people into work and staying in work on an operational level. Local Integration Boards feed into specific programme employment, careers, and health steering groups / boards, and relevant employment support providers are represented on the Doncaster LIB.
28. Pre Covid the Council developed and launched the Start in Doncaster All Age Careers Platform <https://www.startindoncaster.com/> Funded by the Opportunity Area and Advance Strategic Transformational Funds, aimed at providing a platform to bring together training, employment and careers information and opportunities into one place.
29. As the pandemic grew and services closed the Employment and Enterprise team recognised the need to build on this to provide a **single gateway** into employment enterprise and skills support, and to ensure there was a process for people to contact advisors to discuss employment options and seek support, as well as find information online.
30. As a result in 2020 we launched the Doncaster **Employment Hub**, which used the Start Platform to provide a triage service and key information supporting residents to navigate services and opportunities, as well as a dedicated telephone service 01302 735554 with 4 call options 1) 18-24yrs, 2) over 18 looking for employment and careers support, 3: self-employment and business start-up support, and 4) for employers looking for support for recruitment or in a redundancy situation. Furthermore a dedicated email address and regular vacancies bulletins alerting to employer information sessions, and demand jobs were established.

31. Furthermore many employment programmes were put in place or continued and reshaped, to respond to demand, impacts of Covid and to offer key employment support as summarised below:

### **Youth Hubs**

32. Youth Hubs were developed in response to the rising Youth Unemployment occurring locally and phase 1 ran from Nov 2020 to March 21. The current phase started July 2021 and has demonstrated real success, with 91 (54%) people from 170 candidates moving into employment or education to date.
33. The Youth Hub delivered by Doncaster Council funded by DWP's Flexible support fund is provided in the one stop shop and local venues and is a partnership with Doncaster Chamber. It is due to end on the 31<sup>st</sup> March 2022 in its current form. The Council in partnership with the Chamber have recently submitted the application for the next phase of Youth Hub which if successful will start on the 1<sup>st</sup> April 2022.

### **National Careers Service**

34. Ongoing national services such as the National Careers Service been in place throughout and continue to offer valuable information and are referred to and from employment programmes outlined above. The service provides careers information, advice and guidance, to help people who live in England make decisions on learning, training and work at all stages in their career.

### **Launchpad**

35. For Self Employment and New Business start-up support, our established programme Launchpad provides fully funded support to individuals and businesses in Doncaster. It is a fully inclusive programme designed to help ambitious entrepreneurs set up, run and grow successful businesses and also supports businesses (with less than 10 employees and less than £10m Turnover) to take the next step and grow their business.
36. Launchpad is delivered locally by Business Doncaster and Doncaster Chamber. It brings together a wide range of business start-up and support services including workshops, events and one to one support from business advisors and coaches. Launchpad is South Yorkshire wide, is funded by European Structural Investment Funds and is managed by Barnsley Council overall.

### **Advance**

37. Advance, the council's employment advancement service was established in 2017 to help people progress in their chosen career. We recognised how important it was to consider those of all ages that will need or want to change career and to help employed people and those not accessing benefits as well as those that are, to progress. Advance has since grown from European Social Fund investment to increase the scope for Doncaster and include partners delivering in the other South Yorkshire areas.
38. Advance has developed strong links with employers and have developed inspiring Careers Prospectuses to ensure people understand and can explore opportunities available across the Doncaster employment landscape.  
<https://www.advancedoncaster.co.uk/career-prospectuses/>
39. The team deliver recruitment academies with employers and from a sector perspective with multiple employers, to support residents into demand roles. Best demonstrated by the Social Care Academy established in 2020 in response to the

additional staff required to service demand for social care in response to the pandemic. This was a partnership with the council's adult care team and is now ongoing to continue to attract and train people into this area of work.

### **The Doncaster Employment Academies**

40. Employment Academies are important programmes to note that further support residents to find out about and connect with available opportunities.
41. The **iPort Adademy** <https://www.iportacademy.co.uk/> was established in as a hub for employment at the iPort, with an academy centre in place to meet people and provide training and support from in Rossington and to bring and market all vacancies and opportunities together from across the iPort site.
42. With a dedicated website and staff member in place to work closely with the employers to meet their demand and work with local employment support providers to ensure people are aware of, can apply for and benefit from local jobs, this initiative continues and has been built upon to create a new academy '**Gateway East**' (airport and surrounding business park) to provide a website <https://www.gatewayeastacademy.co.uk/> and employment hub to support to recruiting employers on site.
43. A further Academy is under development at **Unity**, which will be using a facility much like the iPort to offer support from, as well as a dedicated academy website to bring opportunities together to ensure local residents can connect with them.

### **Ambition**

44. Ambition is a programme which aims to support unemployed and economically inactive adults (18+) with multiple, significant and often complex barriers to enable them to move towards, or into suitable learning, training or employment. It is funded by the European Social Fund (ESF) and delivered locally by Doncaster Council. The programme is funded until December 2023 and was only recently recruited to (Nov 2021) and referrals are now building.

### **Community Wealth Builder (CWB)**

45. Community Wealth Builder commenced in February 2020 funded by European Regional Development Fund until June 2022, the methodology is embedding wealth building as part of the Well Doncaster strategy.
46. The Community Wealth Builder programme provides non-financial support to new and existing social enterprises offering business development packages, training programme, and networking opportunities that will increase the likelihood of survival and growth. [www.communitywealthbuilder.co.uk](http://www.communitywealthbuilder.co.uk)
47. To date CWB as supported over 200 not for profits from across the South Yorkshire with the majority from Doncaster.
48. Strategic outcomes of CWB are to leverage the power of the anchor institutions economic assets to address social and economic disparities and put wealth back into communities, promote sustainable income generation and support with tender process and identifying procurement opportunities.

### **New Department for Work and Pensions (DWP) Programmes**

#### **Kickstart**

49. Kickstart was introduced in October 2020 and was implemented to support 18-24 year olds who had been impacted heavily during COVID in finding Employment.

Kickstart provides Employers with funding to create jobs for 18 – 24 year olds on Universal Credit at risk of becoming long term unemployed. Funding is provided to cover wage costs for a 6 month period giving young people invaluable paid work experience.

50. Applications for the initiative closed on 17 December, the last day for referrals to any Kickstart jobs is 1 March with the last date for starts being 31 March 2022. A further £1500 incentive payment is paid the Employers starting a young person.
51. Youth Hub 3, which if the application is successful will have a clear focus to support any Kickstart returners into alternative employment, who were not able to be retained by the employer.

### **New DWP Provision**

#### **Job Entry Targeted Support (JETS)**

52. Separate strand of the Work & Health Programme. Available to Customers who have been unemployed and in receipt of UC or New Style Jobseekers Allowance for at least 13 weeks, and who must be motivated to find work and require light touch support.
53. 1:1 appointment every 10 days and support lasts for up to 6 months or until starting work.
54. Expert advice to build confidence, create a CV, interview/mock interview skills, access to training & jobs specifically sourced for participants.

#### **Positive Thinking** - purchased through use of Flexible Support Fund

55. Suitable for Customers that are furthest away from work due to Mental Health needs. Provides supported pathway, work through specific barriers and produce personalised Action Plan.

#### **Youth Work Preparation** – purchased through use of Flexible Support Fund

56. 2 week course for 18 – 24 year olds which focused on post lockdown confidence, motivation, communication skills and jobs searing for better interaction.

### **'WAY TO WORK**

57. Way to Work is a new partnership between government and employers to get 500,000 jobseekers into work by the end of June 2022.
58. This partnership will help fill record numbers of vacancies, supporting job-ready people into the labour market and helping them progress into a career.
59. This is National push to help even more people benefit from the record number of vacancies available in the jobs market, including many in sectors vital to national recovery. At the same time as record vacancies, we have hundreds of thousands of people on Universal Credit who are actively looking to make a fresh start in work. This means there are many talented, work-ready people who are eager to move into these high number of jobs available.
60. This campaign will help people move swiftly back into what world of work and help fill the roles Employers have.
61. We have Employer and Partnership Teams who will support Employers and tailor a recruitment package to suit their needs which could include:
  - a. Opportunity to be introduced to people looking for work through a variety

- of platforms, including recruitment days and other events
  - b. Sector Based Work Academy Programme
  - c. Work Experience
  - d. Work Trials
  - e. Mentoring Circles
  - f. Disability Confident
62. DWP continues to use our existing and new Provision to remove customer barriers in moving closer/into work which includes:

### **Work & Health Programme (WHP)**

63. For customers who want to work and with support they could move into work within 12 months.
64. Provides targeted support for: Disabled people as defined in the Equality Act 2010, who can volunteer to join the Programme at any time. Other groups who need extra tailored support to find employment can volunteer to join, including: ex- offenders, young people leaving the care system and those with alcohol and/or drug dependency (Early Access Groups).
65. Support is provided for 15 months with weekly sessions from Employment Advisors, Skills Trainers and Health and Wellbeing Advisors.

### **Intensive Personalised Employment Support (IPES)**

66. For customers who want to work but are a bit more than 12 months away from being ready for work.
67. Opens up access to work for people with a disability.
68. Support includes work related skills, job search support, access to volunteering and job taster sessions. Participants will also have access to a range of health and wellbeing support and interventions, both as part of the service and through links with provision in their local communities. Working closely with dedicated Key Worker, participants benefit from improved independence, confidence and knowledge.
69. Support is provided for 15 months, plus an additional six months of in-work support.

### **Restart**

70. Restart the Governments national programme was introduced in 2021 and is in place to support customers who have been unemployed for a minimum of 9 months.
71. It starts with a dedicated employment advisor who knows each participant will have their own individual needs and they will help each participant to develop an individually tailored package of support, including:
- a. A SMART action plan with bite sized goals
  - b. Pro-active job search support
  - c. Integrated interventions to address barriers and enable people to reach their goals
  - d. A skills brokerage to develop new skills and knowledge
  - e. A range of end-to-end and specialist expert partners



## What key impacts did the pandemic have on Doncaster Employment Programmes?

72. The pandemic brought new issues to programmes that hadn't been encountered to this extent before in that we had to take services online and provide using new methods overnight. However it did make sure that **we innovated services and we continue now in a hybrid approach**, which will help us to reach more people than the traditional methods we used pre-pandemic. Advance for example switched provision to Microsoft Teams, Facetime, telephone, email and digital information immediately the pandemic hit in March 2020.
- 73. Employment Support Programmes have been in place throughout the pandemic and support provided remotely and digitally when restrictions would not permit seeing customers face to face.**
74. The pandemic meant that services had an increased awareness and role to play in assessing and supporting **people's digital skills and capabilities including access to necessary kit**, and this continues to remain a key priority. Many households are digitally excluded without the necessary IT equipment and skills to use it for work.
75. The impact on people of all working ages through furlough, redundancy and changes to how businesses operated, such as working remotely and from home, reinforced the continued need to focus on supporting people of all ages, and those employed to sustain, adapt and progress further in their career.
76. It is really important that we retain this focus on **supporting people of all ages** in their career journey as investors and growth businesses will require people to retrain and change career to fulfil their workforce needs, alongside new and younger entrants to the jobs market. We need to ensure we support people of all working ages, to be able to move on, for example if facing redundancy, or to explore careers that provide improved opportunities and life chances for themselves and their families.
77. Whilst previously a challenge may have been the unavailability of jobs for people to move into, things appear to have shifted in the opposite direction in that we have an **abundance of opportunities** particularly at a lower level that cannot be filled by employers, yet we still have a large number of unemployed residents claiming universal credit.
- 78. The pandemic created a significant impact on local Job Centre services** resulting in the Jobcentres being closed during the first COVID lockdown and staff were not able to see customers face-to-face, During Office Closure DWP continued to provide a digital solution to JCP customers which included:
- a. Claims to benefits
  - b. Interaction with customers via their Universal Credit Journal, or telephone
  - c. Provide Labour Market advice
  - d. The main impact was for customers that were unable to interact digitally, we introduced a new telephony system via our IT systems.
79. New claimants in the Covid period that are still now claiming UC could potentially have not seen a work coach in person, and would not have had the same level of support that usually would be offered to new claimants when Job centres are ordinarily open.
80. Therefore some people who **entered and remain on the universal credit**

**register** during the pandemic period, present unique issues and in some cases are fearful of work and very unmotivated to turn up to face-to-face appointments.

81. Youth Hub has experienced recently at peak **52% of DWP referrals not being contactable, engaging, or attending appointments.**
82. The pandemic messages of 'stay at home' 'work from home' have had a negative effect on some that we need to work with most, and we are now trying to unpick these issues and look at ways to motivate engage and support people to resolve these behaviours.
83. **In summary the biggest issue we currently face is trying to; engage the unengaged, the unmotivated and the reluctant to work.**
84. A priority is also to support people's health and mental health to reduce the number of people on a 'health journey' and increase the number of people available for work and entering the labour market.
85. This all must be supported by **high quality investment and business growth** enabling high quality employment for our residents and also support for people to upskill and retrain into available work, to ensure our residents can benefit from higher level jobs.
86. Advance will have a positive impact for those employed and facing or recently made redundant, but skills support, training provision, Adult Education Budget, and education is will be the key to the wider success alongside clear Careers Education Information Advice and Guidance.

### **Future Employment Provision**

87. The Council in partnership with the Chamber have recently submitted the application for the next phase of **Youth Hub** which if successful will support 18–24-year-olds claiming Universal Credit referred by DWP and will be embedded into the wider all age Doncaster Employment Hub offer. Since mental health issues are particularly prevalent, increased support will be provided via a youth hub for people coming to the end of a health journey and neuro diverse customers.
88. A minimum of 300 (est.) young people will be supported with employability skills, development and careers action planning to ensure participants where possible move closer and into work, training or self-employment to ensure the off flow of claimants.
89. Customers of focus include but are not limited to;
  - Kickstart returners
  - New claimants
  - Disadvantaged communities where there is high Youth Unemployment
  - BAME and other underrepresented groups/communities
  - Neuro diverse individuals who may need enhanced additional support
  - Candidates who have returned / returning from a health Journey
  - Candidates from generations of unemployment
  - Individuals who have been significantly impacted by COVID19 (e.g. redundancy / limited work in their industry, high competition)

90. 3 Staff (2 Council and 1 Chamber) will be case-loading individuals and providing Careers Education Information Advice and Guidance (CEIAG).
91. Personalised support will be provided by staff to customers including, real opportunities showcased via; employment academies, employer talks and sector based work academies, working closely with training providers and the third sector to support organisations to support the client to overcome any barriers presented.
92. A wellbeing and self-development package will also be available to all customers, which will include but not be exclusive to sessions covering, managing anxiety, resilience, raising aspirations and goal setting.
93. Tailored support will be offered alongside provision from specialist services for clients who identify as having Autism, dyslexia or having Neurodiversity.
94. The Youth Hub main base will continue to be the Doncaster Council's one-stop shop / Civic Office in dedicated pods, however there will be appointment sessions held within JCP weekly/monthly (Town Centre, Thorne and Mexborough). Appointments and sessions will be held within the community with a focus on areas of Doncaster with high youth unemployment and geographically more isolated i.e. Hexthorpe, Balby Bridge, Adwick-le Street and Edlington.

#### **Investment in Council Apprenticeships**

95. **Mayor Ros** Jones announced within draft budget proposal to include £750,000 funding (on-going) for additional apprenticeships within the council, which will build on our existing scheme to target and support hard to recruit posts or where further training and skills development/building capacity is needed.
96. HR&OD team are developing delivery plan to commence Apr '22 - subject to approval at full council on 28 February 2022.
97. This will be in addition to the currently 206 live apprenticeships in operation across the Council.

#### **Connected Futures Fund**

98. The Council has partnered with the University of Sheffield, Voluntary Action Doncaster (VAD), and Speakers for Schools to submit a bid to the Youth Futures Connected Futures Fund (1<sup>st</sup> round, £125k). The proposal is to conduct research and design bespoke interventions for those young individuals who existing services are failing to reach. We plan to build on the aforementioned research with the University of Sheffield in order to gain a better understanding the disadvantages and barriers that our 'hardest to reach' young people face, working through VAD to reach, engage, and consult with these individuals, and then work with Speakers for Schools to adjust and recalibrate our standard interventions and design bespoke interventions that will address these specific issues. There is a potential to then apply for phase 2 funding (£1.5m) to develop these services.
99. SYMCA are currently developing a **skills strategy for South Yorkshire** which will support and focus delivery to achieve improved skills and employment outcomes and will help the area to ensure coordinated priorities reflecting local need and existing plans and provide more consistency across the region.
100. Further potential employment programmes includes the SYMCA **South Yorkshire Jobs Fund**, currently under a redesign and aimed to further support the supply of local labour to meet demand.

101. **Start platform** all age careers service developed pre-pandemic is now undergoing the new phase of development, which will bring a better interface and tools for adults to use. It is expanding as part of a wider South Yorkshire Careers service and will include job search, graduate opportunities, training and skills options as well as skills profiling and CV development.
102. In December 2023 all remaining **European Structural Investment Funded (ESIF)** projects will end. The European programme will then be closed permanently.
103. Government will be launching the **UK Shared Prosperity Fund (UKSPF)** as a replacement scheme and are currently **piloting activity via 'Community Renewal Funding'** launched in spring 2021 with applications awarded contracts in Jan 2022 for activity to be completed by 30<sup>th</sup> June 2022. Projects on offer locally as a result include; DN College offering in work progression and skills development, support for business Decarbonisation, an innovation and enterprise scheme (Thrive) working to stimulate enterprise in communities including; Innovation and Enterprise Challenges in schools delivered by Doncaster Chamber and alternative business activities and a small enterprise chest grant scheme, as well as opportunities for the creative sector to develop 'space 2 create' via a grant scheme delivered by Doncaster council and contracted partners.
104. On 2nd February 2022, the UK government launched pre-launch guidance for the UKSPF, one the **UK's flagship funding programmes to 'level up' the UK**. The fund provides £2.6bn of new funding for local investment by March 2025. The guidance outlines:
105. The aims of the UKSPF, its contribution to shared objectives, the delivery roles of the government and local partners across the UK.
106. This builds on information contained within the Department for Levelling Up, Housing and Communities (DLUHC) Levelling Up White Paper which outlined plans to devolve the fund. All areas of the UK will receive an allocation based on a funding formula as opposed to it being a competitive process, something Local Government has asked for.
107. In the case of areas with a Mayoral Combined Authority (MCA) will be the authorised body (as such the South Yorkshire MCA (SYMCA) for Doncaster). It is unclear whether this allocation will be for South Yorkshire as a whole or each local authority in South Yorkshire.
108. It seems that long term South Yorkshire will not see the same levels of funding through UKSPF as they would have received through European funding (devolved nations and Cornwall have been given that promise from current announcements, if that was true it would be impossible to do the same for other regions).
109. SYMCA analysis states that there is a circa £300m/year shortfall in the size of UKSPF compared to equivalent European funding. The Industrial Alliance analysis claim South Yorkshire could lose up to £900m over a seven-year programme period compared to European Funding.
110. **MCA/leaders (including The Mayor Ros Jones) have written to Rt Hon Michael Gove Secretary of State for Levelling Up, Housing and Communities about the allocation, highlighting the disparities and asking government to match the EU allocation.**

## **Conclusions**

111. **In summary** the data is telling us that we are making progress locally and unemployment is falling. which is positive, but it also tells us we must still focus and prioritise to overcome barriers to work whether that's Health, motivation, digital poverty, low skills or awareness and connectivity issues, to ensure we reach those that are not engaging and not benefiting from support available. We must continue to align our development programmes with employers and understand the demand roles and skills requirements to best support our residents into those employment opportunities.
112. We should continue to work collectively and market opportunities and deliver services in various ways both face to face and digitally and across the borough, with targeted activity on the ground in areas of high unemployment, striving to connect with the most disadvantaged within our communities.
113. We should build on the success of programmes such as Youth Hub and if successful Connected Futures will enable us to do this and focus on those we are currently unable to reach.
114. We have a good opportunity with the programmes in place such as Advance, employment academies, and the experiences we have coupled with the established partnerships in place locally, to develop sound proposals to secure UKSPF investment in employment support locally, beyond the end of the European Programme.

## **OPTIONS CONSIDERED**

115. N/A

## **REASONS FOR RECOMMENDED OPTION**

116. N/A

## **IMPACT ON THE COUNCIL'S KEY OUTCOMES**

117. 38.

	<b>Outcomes</b>	<b>Implications</b>
	<p><b>Doncaster Working:</b> Our vision is for more people to be able to pursue their ambitions through work that gives them and Doncaster a brighter and prosperous future;</p> <ul style="list-style-type: none"><li>• Better access to good fulfilling work</li><li>• Doncaster businesses are supported to flourish</li><li>• Inward Investment</li></ul>	<p>The economy is at the centre of all Doncaster Council objectives and has a direct and indirect effect on directorate key priorities.</p> <p>Employment Programmes are centred on providing access to work and employers are being supported to find and develop talent within their business.</p>

## **RISKS AND ASSUMPTIONS**

118. There are no specific risks associated with the recommendations of this report though the themes and trends of the report should be considered.
119. There is a risk to be noted however that the majority of the councils employment

and self-employment support programmes are externally funded and time limited.

120. With the end of the European structural Investment Fund, brings a period of uncertainty in how and if projects will be funded in future.
121. UK Shared Prosperity Fund, the governments replacement scheme for European funds is likely to be the main funding source for future projects and programmes, however it is still unclear when the fund will be launched and how the funds will be allocated and accessed.
122. Launchpad, Advance SCR, and Pathways to Progression (Ambition) are the main Council managed projects at risk (due to end at different stages in 2023) with the scale being great enough that removal of this support and a gap in provision could provide unwanted negative impact locally, with a reversal of progress and fewer opportunities on offer to support Doncaster residents in their employment journey.
123. There is a further risk that the Youth Hub application is not approved via DWP funding and therefore alternative funding would need to be sourced or the hub would close at the end of March 2022. Although there has been excellent progress and a positive impact on our 16-24yrs claimants as demonstrated by the data in this report, we still have high Youth Unemployment and there is much more to be done to improve the Doncaster picture and support our residents, before we should consider removing specific support such as this.

#### **LEGAL IMPLICATIONS [Officer Initials SRF Date: 21.02.22]**

124. There no specific legal implications arising from this report. Specific advice can be provided on any questions raised by the panel.

#### **FINANCIAL IMPLICATIONS [Officer Initials IMPLICATIONS [BC 22/02/2022]**

125. There are no direct financial implications associated with the recommendation of this report, however, the following should be noted.
126. It is assumed that all externally funded Council projects included in the above report have been approved and are being monitored in line with financial procedure rules and the terms and conditions of specific grants.
127. The report highlights the risks and uncertainties associated with the end of European Structural Investment Funds (ESIF) in 2023 and the expectation that replacement funding via UK SPF is unlikely to be at the same level as that previously granted through European funding.
128. The acceptance of new/replacement grants will be subject to separate reports and the financial implications arising from these will be considered at that point when more information is known. These will include changes and risks as a result of the transition between funding regimes, match funding requirements, which should also be highlighted as part of the revenue budget setting process, and exit strategies which should also be considered in the medium term financial strategy.

#### **HUMAN RESOURCES IMPLICATIONS [AC 21/02/2022]**

129. There are no HR implications specific to this report.

### **TECHNOLOGY IMPLICATIONS [Officer Initials PW Date 18/2/22]**

130. There are no specific technology implications in relation to this report. Where applicable, Digital & ICT have been consulted/involved via the Technology Governance Board (TGB) process to support the delivery of the projects and initiatives outlined in this report.

### **HEALTH IMPLICATIONS [Officer Initials CT 21.2.22]**

131. Employment can impact both directly and indirectly on an individual, their families and communities. There is clear evidence that good work improves health and wellbeing across people's lives, not only from an economic standpoint but also in terms of quality of life.

132. There are a number of ways residents can get support but it's just as essential to understand the reasons behind why the available jobs are not being filled if we want our residents to move in to a position where they feel they are able to apply for them.

### **EQUALITY IMPLICATIONS [Officer Initials CC Date 23.2.22]**

133. Employment Support Programmes are available for residents of Doncaster and as well offer specific and targeted support for vulnerable groups, and communities of interest, including BAME, Young People, those with Neurodiversity, people with health issues, single parent households and those disadvantaged within the labour market.

134. Activities are designed to ensure they are accessible and utilise various methods to ensure inclusivity such as webinars, masterclasses, group access and one to ones both physical and virtual, as well as information being provided digitally but also printed such as the weekly vacancies bulletin.

### **CONSULTATION**

135. There is no consultation required for this report

### **BACKGROUND PAPERS**

136. N/A

### **GLOSSARY OF ACRONYMS AND ABBREVIATIONS**

- (CEIAG) Careers Education Information Advice and Guidance
- (UC) Universal Credit
- (DWP) Department for Work and Pensions
- (Nomis) Nomis is a service provided by the Office for National Statistics, ONS, to give you free access to the most detailed and up-to-date UK labour market statistics from official sources.
- (BAME) black, Asian, minority ethnic
- (ESIF) European Structural Investment Fund
- (UKSPF) UK Shared Prosperity Fund
- (DLUHC) The Department for Levelling Up, Housing and Communities
- (MCA) Mayoral Combined Authority
- (SYMCA) South Yorkshire Mayoral Combined Authority

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