

D2N2 Employment, Skills and Social Inclusion

To achieve the ambitions of the D2N2 strategic economic plan we need to put in place the infrastructure and conditions that will support business and employment growth, including a fit-for-purpose skills and training system which ensures our young people are properly prepared for work, enables employers to access the skilled workers they need and supports people, including our most disadvantaged individuals, to develop their skills and employability to gain, retain and enhance employment and earnings.

Employment and skills is a cornerstone of D2N2's Strategic Economic Plan and the LEP is committed to increasing the number of jobs within the economy and ensuring that our businesses can access the skilled workers they need, both now and in the future. Ambitious coordinated action at strategic, local and individual levels is needed to ensure that everyone, irrespective of where they live or their background, is socially included and those experiencing poverty can access support to exit it. Paid employment and the pathways to it are recognised to be the primary route to achieving this.

This document aims to provide a strategic oversight of the proposed ESF opt-in programmes for D2N2 for the first 3-years of the 2014-2020 ESIF Programme. The LEP is working to ensure that local requirements are fully reflected in the projects commissioned by Opt in agencies and through open call activities. The below programmes are subject to the approval and agreement of the D2N2 ESIF Programme Board, DWP (ESF Managing Authority) and the EU Operational Programme.

Building Better Opportunities	CAREERS Local	Youth Engagement	INSPIRE Local	EMPLOY Local	Generating Outcomes	SKILLS Local
<ul style="list-style-type: none"> Financial Inclusion Towards Work Multiple and Complex Needs 	Raising aspirations of the future workforce	Engagement and support for Young People and NEETs (16-24)	Changing mind-sets and supporting access to employment	Creating opportunities and matching people to jobs, apprenticeships and graduate roles	Influencing providers	Supporting workforce development and business growth
£15.6m	£2m	£3.2m	£6m	£6m	£1m	£7m
<ul style="list-style-type: none"> Provide intensive support and positive interventions to those people furthest away from the labour market Support to address mental health challenges 	<ul style="list-style-type: none"> Delivery and monitoring of the D2N2 Employability Framework Support schools to develop employability Sector ambassadoria l programme into schools Broker employers into schools Support IAG informed by the D2N2 Escalator to Employment 	<ul style="list-style-type: none"> Targeted engagement Targeted support Coaching Mentoring 1 to 1 support Training programmes 	<ul style="list-style-type: none"> IAG and Goals INSPIRE programme development and delivery 1 to 1 support Mentoring and coaching Sign-posting to existing provision Pathway to EMPLOY Local In-work support 	<ul style="list-style-type: none"> Single point of contact for employers looking to recruit Employer engagement Candidate bank Support and incentives to support SMEs to recruit an unemployed person, apprentice or graduate Training programmes Employer Training Incentive (employ then train) Travel bursaries 	<ul style="list-style-type: none"> Generating Outcomes is a one year pilot to an approach where bidding organisations commit to focus a significant amount of their existing funded activity to the key sectors of the D2N2 LEP, and in return are eligible to access additional skills support funding and claim job outcome incentive payments 	<ul style="list-style-type: none"> Business to business employer engagement Improve business leadership and management skills Workforce development Development and delivery of sector led training Support emerging sector needs Create internship opportunities Higher Apprenticeship and pathway development

Proposed ESF Opt-In Programmes:

Programme	Funding	Participants	Unemployed	Inactive	Ethnic Minority	Disabilities or health issues	Target Groups	Target Locations	Activities
Financial Inclusion (BLF)	£3,088,500	1,950	975	975	12%	397	Unemployed or economically inactive. Furthest from the labour market and people who most at risk of social exclusion who are experiencing additional barriers to employment. In addition: <ul style="list-style-type: none"> • Women returners • Aged 40+ • Young People 16-24 	Across D2N2 LEP area including those more rural communities	<ul style="list-style-type: none"> • Support financially excluded • 2% of outputs to address mental health challenges • 20% of the funding to target other groups included in the D2N2 ESIF Strategy under TO9.
Multiple and Complex Needs (BLF)	£4,634,800	421	210	211	12%	86			<ul style="list-style-type: none"> • Provide intensive support and positive interventions to those people that face multiple and complex needs and are furthest away from the labour market • 13% of outputs to address mental health challenges • 20% of the funding to target other groups included in the D2N2 ESIF Strategy under TO9.
Towards Work (BLF)	£7,401,700	1,625	812	813	12%	325			<ul style="list-style-type: none"> • Provide support and positive interventions to young people, older people of working age and women “returners” through the participant journey along a pathway towards employment. This project will need to work particularly closely with existing provision to ensure that support remains in place throughout. • 20% of outputs to address mental health challenges • 20% of the funding to target other groups included in the D2N2 ESIF Strategy under TO9.
INSPIRE Local (DWP)	£7,570,541	2,643	65%	35%	10%	70%	People aged 25+ on health related benefits Unemployed / inactive 50+ on health related benefits Aged 18-24 on health related benefits	Across D2N2 LEP Area Specific delivery locations to be added	<ul style="list-style-type: none"> • Identify and engage participants • Delivery of the INSPIRE2-week course • Individually tailored Action Plan to support participants towards and into work • Personal mentor – face to face weekly interventions • Support on the Pathway towards Work (Travel and childcare support, Addressing rural transport issues, Structured volunteering) • Delivery as required, individual or group sessions on motivation and confidence building; job-search skills, including electronic channels; money and debt management; work skills specific to, and in partnership with, local employers • Barriers to employment, which are not existing, funds or delivery of actions to address this need e.g. paying for equipment to allow the participant to undertake work experience, eg small volume of basic, low value, job-related skills certification. • Support with the transition into work (In-work support e.g. travel costs, work equipment, debt and money management information, sign-posting to in-work training) • Support creation of work experience or employment opportunities for groups who are disadvantaged in the labour market • Targeted incentives for employers to support with additional costs of taking on a participant from the programme.
EMPLOY Local (SFA)	£6,000,000	5,578	65%	35%	*	20%	<ul style="list-style-type: none"> • Unemployed for 6 months+ • Aged 16 – 24, currently NEET • Individuals who had multiple barriers to accessing work (those supported through the Social Inclusion and DWP opt in programmes) • Unemployed graduates who have not previously been employed in a graduate level job 	Across D2N2 LEP Area: D2 – Derby and Derbys N2 – Notts, Nottm	<ul style="list-style-type: none"> • Support for participants to engage them with the candidate bank and to make sure they are job ready • Working with existing SFA funded providers to deliver ongoing sector based work academies based upon the specifications of the employer • Active management of the candidate bank of job ready individuals for employers • Bespoke pre-employment training, based upon needs highlighted by sector consultative task groups where this is not available through mainstream funded provision • Travel bursaries for participants who become trainees and apprentices in the first few weeks of work • Point of contact service for employers • Support with recruitment e.g. advertising vacancies, screening applications, interview days • Support to take on participants as an apprentice, providing advice, guidance and practical help to the employer through the process, and ongoing mentoring support

								<i>* To reflect local needs we expect the percentage of customers who are BME to be over 10% the national ESF figure</i>		<ul style="list-style-type: none"> Financial incentives to create new apprenticeships, jobs in SME's, and traineeship placements for participants Employment and training incentives to support SME'S with initial training costs of participants who have been previously unemployed
Youth Engagement (SFA)	£3,200,000	1,100	65%	35%	TBA	20%	<ul style="list-style-type: none"> Aged 16 – 24, currently NEET 	Across D2N1 LEP Area: Derby, Derbys and Notts	<ul style="list-style-type: none"> Outreach activities to identify and engage young people Marketing and promotion of the programme to engage participants, including working with partners to secure referrals Support to complete an individually tailored Action Plan, including Intensive mentoring support Delivery of the action plan to include provision of IAG and careers support, motivation and confidence building support, work experience and work tasters, volunteering to develop personal skills and competencies, enterprise activities to inspire participants and raise aspirations, referral to appropriate existing local provision. Sector based work academy provision for 16-17 yrs. Identifying and securing an appropriate EET activity to include traineeships, Apprenticeships, full time education, jobs with training Provide targeted incentives for employers to support with additional costs of taking on a participant from the programme Ensure that individual sustains in employment and provide in-EET support e.g. travel costs, work equipment, debt and money management information, signpost to in-work training 	
SKILLS Local (SFA)	£7,000,000	3,602	0%	0%	TBA	15%	<p>Employed in a business employing no more than 250 staff Aged 19 or over</p> <ul style="list-style-type: none"> Individuals with low skills Employees who are under-employed Employees in jobs without training Employees at risk of redundancy Employees working in one of the eight LEP priority sectors or additional N2 & D2 priority sectors Recent recruits who were supported by EMPLOY Local or were previously unemployed in the past 3-months 	Across D2N2 LEP Area	<ul style="list-style-type: none"> One point of contact for employers to support workforce development, and for skills capacity to support business growth Support for employees to develop their skills Incentives for employers to develop the workforce Supporting and incentivising employers to provide work related training for their low skilled workers. Supporting and incentivising employers to provide work related higher skills pathways for their current workforce, including apprenticeships. Supporting business leaders and strategic managers, not engaged with the skills system, to understand the skills needs of their workforce, the impact on business growth, and where to access support. Supporting employers to offer graduate placements, to provide sector work experience to the individual and which contributes higher levels skills to SME growth. Supporting employers to develop supply chain provision. Supporting and incentivising employers to provide appropriate support for their workforce where they are under consultation or notice of redundancy, or likely to be directly affected by downsizing or company closure locally. 	

CAREERS Local and Generating Outcomes to be advised

NOTE: Funding Allocation provided in the table above is the total ESF allocation. This includes the administration fee of the Managing Authority Agents, such as Big Lottery Fund, DWP and SFA. The administration fee is up to 10% per agency. This will be advised to the LEP, along with confirmed outputs. The outputs provided in the table above, are indicative outputs. The national outputs for the ESF programme have not yet been finalised.

Overview of ESF Opt-in Programmes Showing Eligibility of Target Groups:

