

 <p>Northwards Housing North Manchester's Council Homes</p>		Report to: Northwards Housing Board 12 January 2009		Item No: <h1 style="text-align: center;">8c</h1>	
Title:		Future Jobs Fund			
Date:		21 st December 2009			
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Confidential:		No			
For: (Please tick action required)		NOTING ✓	DISCUSSION		APPROVAL
PURPOSE OF REPORT					
The purpose of this report is to advise the Board on the Future Jobs Fund (FJF) initiative & to seek endorsement for Northwards' participation in the scheme.					
RECOMMENDATION					
The Board is asked to note arrangements for FJF in the city & to endorse Northwards' participation in FJF as outlined in this report.					
IMPLICATIONS					
Equality & Diversity:		<i>No specific implications</i>			
Financial:		<i>FJF should be continued within existing budgets</i>			
Staffing:		<i>FJF should assist with succession Planning</i>			
Decency Target:		<i>No specific implications</i>			
Governance:		<i>No specific implications</i>			
Risk Assessment:		<i>There is a risk of NH's reputation if not involved in FJF</i>			

Equality & Diversity Implications (Please tick where relevant):

BME	<input type="checkbox"/>	Lesbian/Gay/Bisexual/Transgender	<input type="checkbox"/>
Gender	<input type="checkbox"/>	Single Parents	<input type="checkbox"/>
Age	<input checked="" type="checkbox"/>	Domestic Violence	<input type="checkbox"/>
Disability	<input type="checkbox"/>	Alcohol/Drug Mis-users	<input type="checkbox"/>

Consultation/Consideration:

	Yes, No or N/A:	Name:	Date:
Sub-Committee:			
Area Panel:			
Task Groups:			
Ward Councillors:			

1. Purpose of Report

- 1.1 The purpose of this report is to advise the Board on the Future Jobs Fund (FJF) initiative & to seek endorsement for Northwards' participation in the scheme.

2. Background

- 2.1 The Department of Work & Pensions (DWP) launched FJF in the summer with the express purpose of providing 6 months' paid employment primarily to 18-24 year olds who had been out of work for 12 months. The scheme also includes over 25 year olds in "unemployment hotspot areas"- which describes most of North Manchester. DWP has since indicated that the the qualification period may be reduced below 12 months.
- 2.2 FJF is intended to have 3 intakes of 6 months each & is designed to lead to permanent employment or participation in training for the trainees at the end of their 6 month placement. Placements are to be provided by a range of employers, but primarily those in the public sector. The placement is for 25-35 hours per week & will involve formal training & mentoring opportunities.
- 2.3 FJF trainee posts have to demonstrate "community benefit" & must be in addition to existing job roles. That is, FJF should not replace current jobs. FJF trainees will be paid national minimum wage rates.
- 2.4 Job Centre Plus (JCP) is acting as the agent to advertise FJF posts & refer suitable applicants to Manchester Solutions. Detailed working arrangements are still being worked out between the two organisations. Individual employers will interview or assess potential trainees for their suitability to be placed within roles in their organisation.

3. FJF in Greater Manchester

- 3.1 The 10 local authorities in the Association of Greater Manchester Councils (AGMA) have submitted a bid to DWP to recruit 8,000 trainees over the 18 month life of the initiative. This is within the direct employment of councils, but also placed with partners. The Chief Executive has led a group of social housing landlords in the city looking at how FJF trainees could be recruited within our sector, but also examining the scope for shared projects. AGMA have appointed Manchester Solutions as their managing agent for FJF. This means that the agent will "employ" the trainees who will be placed with employers. Employers therefore do not have the added risk of acting as employer for such issues as disciplinary action & payroll.
- 3.2 In addition, the National Housing Federation (NHF) is running a national FJF scheme, but the difference is that landlords participating in their scheme act as

employer for FJF trainees. Groundwork, the national environmental action charity, is working with both AGMA & NHF on FJF.

- 3.3 Social landlords have worked closely with the Manchester City Council officer co-ordinating FJF in the city to identify suitable placement opportunities & develop job roles.

4. Northwards' Participation in FJF

- 4.1 Northwards has identified 6 FJF trainee posts placed within our organisation working within existing teams. These trainee posts are:

- Trainee Project Assistant - Hendham Vale
- Trainee Housing Assistant x 3 –
 1. White Moss Road (split between Local services and surveyors)
 2. Cheetham Hill – Rents Team
 3. Hexagon Tower – Rehousing Team
- Trainee Caretaker x 2

We will be recruiting to these posts early in the New Year. It is intended to offer FJF training opportunities available to all employees & to be looked after by a "buddy" within the team.

- 4.2 IMPACT Manchester, the procurement consortium involving Northwards, Eastlands, City South, Parkway Green & Southway, is involved in FJF. FJF is in addition to the trainee or apprentice jobs recruited by contractor partners. FJF is seen as the opportunity to act as pre-entry level training to enable young people furthest away from the labour market to get to a level where they can access trainee or apprentice opportunities.

- 4.3 Northwards is leading a consortium of social landlords in Cheetham Hill to develop a shared environmental improvement project employing 5 FJF trainees. The landlords have agreed in principle, with one exception, to contribute to the cost of the scheme which is to be run by Groundwork. Groundwork will employ the driver/supervisor, provide a vehicle & tools & source materials to be used by FJF trainees. The total costs per annum (excluding FJF trainee wages) is estimated at £94,000. With contributions based on numbers of homes in management, Northwards' contribution is approximately £28,000 which can be met from within existing budgets.

- 4.4 A similar environmental scheme is proposed for Broughton area if social landlords can organise themselves. If the Broughton scheme comes to fruition, it may be possible to join the two areas together into a single FJF scheme. This would support the proposed City Region pilot for neighbourhood management proposed for these adjoining areas within Manchester & Salford.

5. Recommendations

- 5.1 The Board is asked to note arrangements for FJF in the city & to endorse Northwards' participation in FJF as outlined in this report.