

# Employment

Raising Levels and Quality of Employment



European Union

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Social Fund

D2N2 has a good track record in creating jobs, particularly in the private sector and, by historic standards, unemployment remains low and employment remains high. Within this context we wish to increase the supply of labour by reducing inactivity with a particular focus on disabled people, older individuals, BME groups and women. We are also mindful of the introduction of Universal Credit across the UK by September 2018. Individuals accessing Universal Credit can be unemployed, or employed due to accessing a benefit. We want resources to support all individuals accessing universal credit including in-work progression. Where Universal Credit is not rolled out the programme will support individuals on benefits which will be serviced by the Universal Credit system.

## Module 1 – EMPLOY Local (£8,100,000)

This module aims to support individuals from across the D2N2 area to address their employability challenges and move into sustained employment. It aims to build on the success of the employer-facing EMPLOY Local programme that has run between December 2016 and July 2018 which has had excellent results in simplifying the process and access for employers to meet their recruitment needs and providing individuals with a variety of route-ways into employment. Applicants will be required to work closely with the D2N2 Growth Hub to support employer-facing engagement activities and the organisations delivering SKILLS Local and Active Inclusion activities.

### The module will support activities that deliver:

- A single point for employers, working with the D2N2 Growth Hub, to access support to fulfil their recruitment needs from a reserve of work-ready candidates
- Support to increase the number, quality and sustainability of business start-ups, working with the D2N2 Growth Hub and other publicly funded projects
- Support individuals by providing them with informed Careers Information Advice and Guidance, which does not duplicate existing funded services such as National Careers Service
- Mentoring at different points of an individual's career path to help individuals to understand their skills and contributions and potential for growth to develop careers and compete effectively in the labour market
- Support out of work individuals to access the universal credit system with the aim of becoming more employable, particularly by developing their digital skills. The digital skills support must be in addition and not duplicate with activities providing by and funded by either DWP or the Local Authority, or displace the ESF INSPIRE Local programme
- Support people who have been out of work for over 6 months to take up opportunities leading to employment and economic activity, including those who have progressed from previous ESF programmes
- Training skills to increase an individual's prospects of employability, and including:
  - self-employment as an alternate option to employment
  - work experience, maths, English and communications skills critical in preparing individuals for work
  - basic skills and English for speakers of other languages, and functional English to support migrants

## STRATEGIC CONTENT AGREED BY D2N2 ESIF COMMITTEE

- Support individuals who are in receipt of in work benefits to increase their skills levels and career prospects
- Bespoke training pathways to increase the number of graduates employed in graduate level jobs
- Support to individuals in rural areas where there are distinct challenges with access to travel
- In work advocacy and mentoring to support sustained employment
- Support to SMEs to create jobs and to engage with Apprenticeships and Traineeships.
- Support to SMEs to create jobs for disabled individuals and tailored support for the disabled individuals (this must add value and not duplicate any nationally funded provision)
- Support to SMEs in providing good HR and employment practices
- Support to employers of new builds and developments to help them with their recruitment needs

### The programme should provide a focussed support to:

- Individuals accessing Universal Credit or any other out of work benefits who are required to seek work and be available for work
- Individuals who have been unemployed for 6-months and more, including those claiming out of work benefits
- Individuals who have been made redundant
- Targeted support to increase the employment rate for individuals unemployed, on Universal Credit or any other out of work benefits who are disabled, 50+, ethnic minorities (BAME) and women
- Individuals aged 16-24 who are NEET must be referred to this programme from the NEET and Young People (Support for Young People to Enter Sustainable Employment) programme

### The D2N2 area will benefit from:

- 13,227 individuals to access support
- Of which, at least 5,133 individuals access support who fall within the 'Place Based Priorities and Targeted Support' section
- At least 2,645 SMEs experiencing a positive interaction with at least 50% increasing their workforce

### Place Based Priorities and Targeted Support \*

*Whilst activities within this theme should be available to eligible beneficiaries across the D2N2 area, we would encourage applicants to ensure that their bids adequately address the needs and challenges of particular places or beneficiary groups as detailed below. Applicants may wish to form consortia or engage with specialist delivery partners to ensure these needs are met.*

- Disabled individuals in Nottingham, Derby, Ashfield, Mansfield, Chesterfield and Bassetlaw<sup>1</sup>
- 50+ individuals in Nottingham, Derby, Ashfield, Erewash, Mansfield, Bassetlaw and Gedling<sup>1</sup>
- BAME individuals in Nottingham, Derby, Broxtowe, Gedling and Rushcliffe<sup>1</sup>
- Long Term Unemployed Women in Nottingham, Derby, Chesterfield, Erewash, Gedling, High Peak and Rushcliffe<sup>1</sup>

The issue of rurality and transport affects specific pockets of Derbyshire and Nottinghamshire. For provision across the D2N2 area a focus needs to be support access to the programme for individuals in all rural areas, but with a focus on:

- Derbyshire: Derbyshire Dales, High Peak, South Derbyshire and Amber Valley<sup>2</sup>
- Nottinghamshire: TBC

<sup>1</sup> <https://app.powerbi.com/view?r=eyJrIjoiOWNjYzdmNzctYmZkZi00NzM1LWE4ZjYtNGI2OGRkMjE5N>

<sup>2</sup> Derbyshire Barriers to Housing and Services as per IMD 2015

**Module 2 – Healthy Work (£4,000,000)**

Support individuals to tackle their health and wellbeing issues to support sustained employment outcomes, building on the roll-out of the DWP’s Work and Health programme.

**The module will support activities that deliver:**

TO BE DEVELOPED FURTHER

Funding will support sustained employment outcomes. Criteria and focus will be decided after the DWP Work and Health programme outputs are known for D2N2, thus providing an evidence base of gaps and need.

**The D2N2 area will benefit from:**

- Up to 6,515 individuals can be supported through this theme

**Place Based Priorities and Targeted Support \***

*Whilst activities within this theme should be available to eligible beneficiaries across the D2N2 area, we would encourage applicants to ensure that their bids adequately address the needs and challenges of particular places or beneficiary groups as detailed below. Applicants may wish to form consortia or engage with specialist delivery partners to ensure these needs are met.*

TBA
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**People who will benefit from this programme are:**

- 19+ individuals

**Contracting and funding allocation:**

The programme will be procured through the ESF Managing Authority (DWP) open call process. The call for Module 1 will be published in January 2018.

We will be looking for contracts to be issued from August 2018 with delivery commencing after this point. (Module 2 will be commissioned to coincide with the completion of the DWP opt-in programme INSPIRE Local in December 2019. Therefore the planned published date will be June 2018 with contracts to be issued in January 2019.

The ESF funding allocation to support ‘employment’ is £12,100,000 million. Applicants will need to have eligible match funding for the balance of costs which must be from a source other than the European Union. We would ask applicants to review the changes to the ESF Operational Programme 2017, which may include the ability to provide match funding from a variety of different sources.

The intention is to award one contract for Module 1 and 2 to ensure that services are available to beneficiaries across the D2N2 area and to avoid duplication in delivery. Proposals should: deliver activities eligible for ESF; ideally cover the whole D2N2 area; and be in line with the D2N2 LEP Commissioning Principles and Delivery Criteria. D2N2 may award more than one contract should applications of sufficient quality and scale be received that in combination provide for LEP wide coverage without duplication of activities or geography. There is a requirement for all contracts to clearly evidence how they will interact with each other to ensure they complement each other and there is no duplication of activity, support or services.

## STRATEGIC CONTENT AGREED BY D2N2 ESIF COMMITTEE

Proposals should: deliver activities eligible for ESF; deliver sustained employment outcomes, and be in line with the D2N2 LEP Commissioning Principles and Delivery Criteria.

This document provides the strategic intent for this programme. Full details of the bidding, contracting and confirmed criteria will be provided within the specification.

The below provides an indicative breakdown of the funding allocation and targets.

Investment Priority	1.1	
Theme	1	2
2018-2020 (£) ESF	£8,100,000	£4,000,000
Match funding	£8,100,000	£4,000,000
Average Allocation per Participant	£ 1,225	£ 1,228
<b>Targets</b>		
No of Participants	13,227	6,515
Men	7,314	3,602
Women	5,913	2,913
No of Unemployed	9,014	4,440
No of Inactive	3,458	1,703
50+	3,053	1,504
Ethnic Min	704	347
Disability	4,244	2,091
Basic Skills	2,220	1,094
Single	1,440	709

\* Place Based Priorities and Targeted Support - Areas of specific need will be reviewed and updated as appropriate using the most up to date evidence-base at the time of the specification being written in readiness for procurement.

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