

LOCAL LABOUR INITIATIVE

Report of the Director of Derby Homes

SUMMARY OF REPORT

1. This report sets out an initiative being taken to ensure that local unemployed people gain training and employment opportunities from the Homes Pride programme and proposes that Derby Homes support the initiative.

RECOMMENDATIONS

2. That the Board
 - i. support the application of Spire Training Services Limited for European Social Fund Objective 2 funds to develop and run a project employing local unemployed people in delivering the Homes Pride programme
 - ii. consult with Spire Training Services and Learning to Work (formerly City Training) on how the project can be delivered

MATTER FOR CONSIDERATION

- 3.1 One of the objectives of Derby Homes is to ensure that local people benefit from the training and employment opportunities created by the construction work to be carried out on its behalf. A number of council estates are areas of high unemployment where it is important to tackle social exclusion by bringing more residents into the labour market.
- 3.2 At the same time the skill shortage in the construction industry necessitates that Derby Homes work with other partners to increase capacity in order that the Homes Pride programme can be delivered. This is particularly important given the competition for existing labour that will arise from several similar major repair and improvements programmes being undertaken in other areas within the region.
- 3.3 The Derby Homes bid for ALHM resources and its business plan both stated a commitment to local training and employment opportunities being linked to the Homes Pride programme. This links to our desire to make estates sustainable and to contribute to the city's Neighbourhood Renewal Strategy.
- 3.4 A meeting was held on 1 August 2002 to discuss ways of linking local labour to the Homes Pride programme. This was attended by three Board members, Derby Homes officers, Jobcentre Plus and Lovells, a partnering

contractor who is involved in similar initiatives in partnership with Pennine 2000 in Halifax.

- 3.5 On 21 August 2002, the Derby Evening Telegraph featured the employment and training opportunities likely to be generated by Derby Homes and its impact on the construction market (attached).
- 3.6 Spire Training Services Ltd, an intermediate labour market provider, have submitted an expression of interest in bidding for European Social Fund (ESF) money to part finance a project that would employ and train New Deal participants in construction. It proposes to do so in association with partners who are delivering the Homes Pride programme on behalf of Derby Homes. During their time on the programme, participants would spend four days a week working with Derby Homes' partner firms and one day a week off the job training working towards NVQ Levels 1 and 2 in Building.
- 3.7 The scheme would provide opportunities for eligible clients referred to Spire Training by Jobcentre Plus. These are people who are 18 years of age or older, are long term unemployed, or who are from disadvantaged groups. The ESF bid would help meet the employment and training costs of the scheme which would provide up to 60 places per year for a 2 year period. Funding would be renewable thereafter for a further 2 years, subject to a review of the scheme.
- 3.8 Letters of support need to be submitted with the ESF application by 6 September 2002. It is proposed that Derby Homes provide such a letter of support and consult with Spire Training Services and Learning to Work (formerly City Training) on how the project will be delivered.
- 3.9 In addition to this scheme, other local labour initiatives will continue to be explored including ...
- engagement of employed apprentice by partnering contractors and the Council's Commercial Services Department
 - recruitment of trainee surveyors using positive action measures to recruit from under represented groups
 - encouraging partnering contractors to use local sub contractors
 - working with business development agencies who can increase the capacity of local businesses, including those that are community based, to secure some of this work
 - skills audits of residents in particular areas
 - establishing local job shops so residents can talk direct to contractors about opportunities
 - engaging local residents to carry out canvassing and contract liaison work in connection with the Homes Pride programme.
- 3.10 The Employment Initiatives Officer post proposed in a report elsewhere on this agenda will assist our maintenance and regeneration staff in further developing such initiatives.

CONSULTATION IMPLICATIONS

4. Derby City Council, Jobcentre Plus and Spire Training Services have been consulted on this proposal.

FINANCIAL IMPLICATIONS

5. Matched funding to support funds being sought from ESF would be provided by Jobcentre Plus.

LEGAL IMPLICATIONS

6. None directly arising from this report.

PERSONNEL IMPLICATIONS

7. This proposal will help address the labour shortage likely to be faced by Derby Homes and its partnering contractors.

ENVIRONMENTAL IMPLICATIONS

8. The proposal will help to meet the decent homes standard.

EQUALITIES IMPLICATIONS

9. The project will provide opportunities to take positive action and recruit under-represented groups in the construction labour market.

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