

To: PLANNING AND ENVIRONMENT COMMITTEE		Subject: North Lanarkshire Community Intermediary Organisation
From: DIRECTOR OF PLANNING & ENVIRONMENT		
Date: 20 <sup>TH</sup> March 2002	Ref: JT/REP836.DOC	

## 1 Purpose of Report

- 1.1 This report is submitted in order to inform members of the intention to establish a Community Intermediary Organisation (CIO) within North Lanarkshire and seek approval for the funding of this strategic initiative.

## 2 Proposal

- 2.1 The North Lanarkshire Community Intermediary Organisation is a new job access community intermediary which will operate principally in the Social Inclusion Partnership areas within North Lanarkshire. The new organisation will facilitate access to services and support for those individuals who are most excluded from the labour market. It will create more integrated services and build on the "joined-up" approach to service delivery to unemployed people in Lanarkshire pooling funds, budgets and programmes of different agencies.

## 3 Strategic Policy Context

- 3.1 Following the Scottish Executive Review of the Enterprise Networks, recommendations were made including the creation of local economic forums through which support for the local economy can be better co-ordinated in close co-operation with the private sector. The Lanarkshire Economic Forum, which has been in place since June 2001, has created 3 sub groups to address support for Businesses, Learning and Economic Inclusion. The Forum has formally adopted the Routes to Inclusion Group to drive the latter, which has developed from a partnership mechanism working on the provision of co-ordinated, client-focused services which meet the needs of excluded individuals and communities and the Lanarkshire labour market.
- 3.2 **NLC Corporate Plan has identified six strategic themes to which corporate action is directed:**
- Promoting Social Inclusion
  - Encouraging Lifelong Learning
  - Improving Health, Well Being and Care
  - Improving Housing and the Environment
  - Promoting Community Safety & Development
  - Stimulating Business & the Economy
- 3.3 These Corporate Themes set a broad framework for the implementation of strategic policy at a North Lanarkshire Level. The establishment of the North Lanarkshire Community Intermediary will support many aspects of the social inclusion agenda which are inherent in all of the Council's Corporate Themes.

- 3.4 The aim of the Routes to Inclusion Group is to ensure that the resources available to the wider partnership are applied in an integrated and co-ordinated way. The group involves appropriate senior representation from the key partners, such as the Employment Service; Scottish Enterprise Lanarkshire; North Lanarkshire Council; South Lanarkshire Council; Lanarkshire Careers Service; the consortium of Lanarkshire Colleges; the voluntary sector and Lanarkshire Business Support Group.
- 3.5 The group seeks to develop and improve partnership working, by bringing a number of related and often overlapping strands of strategic planning into a single coherent focus. This includes:-
- Developing overall partnership activity supporting unemployed people into work including New Deal
  - Ongoing review and refinement of partnership strategy
  - Jointly agreeing priorities and identifying relevant sources of funding
  - Establishing specific action plans and allocating roles and responsibilities for progressing these
  - Researching and preparing for the implementation of new national policy development
  - Ensuring the right strategic links are made to interconnected partnership activity within the Inclusion agenda such as Lifelong Learning

#### **4 Target Client Groups**

- 4.1 A fundamental principle of partnership activity is ensuring that resources are not duplicated, that impact is fully maximised and best value is achieved. Organisations contracted to deliver services within the New Deal initiative will have responsibility for these client groups, and for directing New Deal participants towards Employer Intermediaries as and when appropriate. Community Intermediaries will therefore focus on non-New Deal client groups as follows:
- Those registered unemployed and in receipt of Jobseekers Allowance over 25 years old and unemployed for more than 6 months but less than 18 months.
  - Those registered unemployed in receipt of JSA, with less than 6 months unemployment Those in receipt of other benefits, eg. Incapacity Benefit, who wish to return to work or to education and training with employment as an ultimate aim.
  - Those not in employment and not in receipt of benefit but wishing to return to the labour market

#### **5 Organisational Roles and Responsibilities**

- 5.1 It is proposed that the Community Intermediary role will be undertaken by developing or refocusing existing local initiatives where these are in place, and creating additional resources where none exist. The organisational structure to deliver services for each proposed operating area will also vary reflecting potential demand and partnership resources in each location.
- 5.2 Services will be provided within the four broad headings of Advice, Advocacy, Pre-Vocational Training and Job Search activity.
- 5.3 The services of the Community Intermediary Organisation will be targeted on the following areas:-
- Motherwell north and west
  - Craigneuk, Wishaw, Newmains, Shotts and eastern North Lanarkshire area
  - Airdrie & Coatbridge, including South Coatbridge SIP
  - Cumbernauld, Kilsyth & Northern Corridor

## 6 Proposed Organisation

6.1 North Lanarkshire Council's joint planning partners propose to establish a whole new organisation with both strategic and local, operational services. This is a substantial shift in terms of scale, emphasis and focus particularly within existing SIP's.

6.2 It is proposed that the legal structure of the CIO should be a company limited by guarantee with charitable status. Board representation will be drawn from a number of the partner, public sector agencies, and will include private sector and community representation.

The Board of Directors will be drawn from the partner agencies as follows:

- North Lanarkshire Council 1 Officer & 1 Elected Member
- Scottish Enterprise Lanarkshire 1 Director
- Careers Scotland 1 Director
- The Employment Service/Benefits Agency 1 Director
- Private Sector Representation 1 Director
- Voluntary Sector Representation 1 Director
- SIP 1 Director from each SIP (3)
- Further Education Colleges 1 Director

6.3 The post of Co-ordinator is proposed to lead the new organisation and will be responsible to the Board of Directors in co-ordinating all the operations of the initiative, to interface with funders, the employer intermediary and other agencies. The CIO co-ordinator will be responsible for the co-ordination of all employment and training programmes for the funding partners, including UK National and European funded initiatives.

6.4 Further strategic posts in pre-vocational training and jobs access will be required. They will proactively develop and engage the unemployed to jobs access and vocational training activated and support. The Operations Officer (Pre-vocational) - will be responsible for the development, implementation, co-ordination, performance monitoring and delivery of pre-vocational training programmes for the CIO. The Operations Officer (Jobs Access), - will be responsible for the development, implementation, co-ordination, performance monitoring and co-ordination of Jobs Access provision to enable the unemployed client groups to overcome the barriers to employment.

6.5 It is accepted that they will have a key role forging new relationships with all the economic development agencies and players in North Lanarkshire. In addition effective joint protocols, pooling of budgets and effective targeting and monitoring of the use of resources will be critical and the strategic team will play a key role.

6.6 It is proposed to appoint an Administration Assistant to support the strategic unit. This person will be responsible for the provision of administrative and financial management support for the CIO. In addition, the officer will have responsibility for monitoring and quality standards.

6.7 At an operational level, new jobs access training workers will be required in all the SIPs. Together with the strategic team, eight staff will be required to create new links with other operators (e.g ETF/Local Area Action Teams and the new Employer Intermediary). New joint working in practice will be developed in the field by each worker. The support, focus and concentration of resources by each of the partners will be fundamental to the success of these workers.

6.8 Appendix 1 details the strategic and operational structure of the Community Intermediary Organisation.

## 7 Funding

- 7.1 The funding of the CIO is dependant on financial support from the Council and partner organisations. Funding applications have been submitted to Strathclyde European Partnership (SEP) under the European Social Fund (ESF) and the European Regional Development Fund (ERDF) Objective 2 Programme.
- 7.2 Establishing the CIO has identified the total project costs of £1,170,563 cover a three year period from September 2002 until march 2005. The funding partners have confirmed financial support, to lever ESF/ERDF, to the strategic initiative. The funding package is detailed in Table 1 below.

<b>Funding Partners Contributions</b>						
	<b>Sept-Dec 2002</b>	<b>2003</b>	<b>2004</b>	<b>Jan-Mar 2005</b>	<b>3 YEAR TOTAL</b>	
SEL	15,000	50,000	55,000	15,000	135,000	
SIPs	42,000	125,000	125,000	35,000	327,000	
Chief Executive	15,000	30,000	37,000	10,000	88,000	
Planning & Environment	8,000	30,000	35,000	8,000	81,000	
Careers	15,000	30,000	30,000	15,000	90,000	
External Fund	8,000	30,000	41,000	1,000	79,000	
<b>Total</b>	<b>103,000</b>	<b>294,646</b>	<b>322,408</b>	<b>84,000</b>	<b>800,000</b>	
ERDF	48,668	140,702	138,173	39,754	367,297	
<b>Total</b>	<b>150,739</b>	<b>435,348</b>	<b>460,581</b>	<b>123,895</b>	<b>1,170,563</b>	

## 8 Recommendation

- 8.1 It is recommended that the Planning and Environment Committee:-
- i) Note the contents of this report with regard to the establishment of a North Lanarkshire Community Intermediary.
  - ii) Approve the Director of Planning & Environment to allocate the sum of £81,000 from existing revenue budgets for the life of the project.



**David M Porch**  
**Director of Planning and Environment**

Date of Report: 28 February 2002

For further information contact John Turley, Policy and Economic Development, Planning & Environment.  
Tel 01236 616271.

Company Secretary – rep. from Social Inclusion Partnership or Accountant

