

Future Jobs Fund Bid Document

Section A: Information on the bidders

This section, and the section on minimum criteria, should be completed by the bidder (or the lead partner if the bid is a partnership).

1.1 Who is the bidder or lead partner?
Central Bedfordshire Council

Is your organisation (please tick box below)

Public Sector Private Sector Third Sector

Do any of the following statements apply to your organisation? (please tick box)

Partnership Voluntary or community organisation Registered charity

Social enterprise I am a private individual

1.2 If you are a partnership, please list all partners or partner organisations that will be employing individuals

The Central Bedfordshire bid fully endorsed by the Local Strategic Partnership (see membership in Appendix 1) has been developed by a range of partners.

They partners at present are:

Job Partners

Central Bedfordshire Council Economic Growth Unit – Leading the bid

Central Bedfordshire Integrated Youth service – hosting jobs

Central Bedfordshire Country side Access service – Hosting jobs

British Trust for Conservation Volunteers - hosting jobs

Aldwyck Housing Association – hosting jobs

Grand Union Housing Association – hosting jobs

Bedfordshire Police – hosting jobs

Barnfield College – hosting jobs, brokering apprenticeships

Supporting Partners

Bedfordshire and Luton Learning and Skills Council - advising on bid development and leverage

Job Centre plus – advising on bid development and service alignment

EEDA – advising on bid development and alignment with regional programmes

Connexions service – advising on bid development and service alignment

Bedfordshire ESF providers network – referring clients, aligning provision

Dunstable College – job brokerage (Economic Participation)

Bedfordshire and Luton Learning Partnership – bespoke training brokerage and alignment

Future partners

These partners have been consulted on the development of the current bid and we hope to develop the discussion more fully to prepare a second bid to create jobs in the voluntary sector and amongst social enterprises..

Social Enterprise East of England -brokering social enterprise sector involvement and job hosting

Voluntary Action South Bedfordshire –brokering voluntary sector involvement and job hosting

Community and Voluntary Sector Council North and Mid Beds - brokering voluntary sector involvement and job hosting

1.3 Which regions does the bid cover?

East of England East Midlands London North East North West

Scotland South East South West Wales West Midlands

Yorkshire and the Humber

1.4 How many jobs will be created? - (Please note that it is unlikely that bids to create fewer than 30 jobs will be funded.)

The Council and its partners have identified 90 future jobs, the focus of this bid is to create 17 in January 2010 the remaining 73 jobs will be developed and created by October 2010

SUMMARY FJF JOB STARTS BY PARTNER

Start Month	Aldwyck Housing	CBC Youth Service	Countryside Access	BCTV	Barnfield Construction Apprentices	Barnfield Administration Apprentices	Bedfordshire Police	Grand Union Housing	TOTAL FJF JOBS
Dec-09									
Jan-10		6			10		1		17
Feb-10				5		5			10
Mar-10			1	5		5			11
Apr-10			1					1	2
May-10				3					3
Jun-10							1	1	2
Jul-10						10			10
Aug-10					10				10
Sep-10			1			10			11
Oct-10	3		1		10				14
TOTAL	3	6	4	13	30	30	2	2	90

We will look to submit a further bid in 2010 to create jobs with Social Enterprise VCS and with private sector partners

(Please also complete the Jobs Profile at **Section E**)

1.5 Of these jobs, how many are:

Of the 90 jobs we will create

Green jobs 18

Jobs in social enterprises

Apprenticeships 60

Youth and Community Development 10)

(Definitions are included in the guidance notes - 1.5).

1.6 Please state if the jobs offered as part of this bid appear in any other ongoing FJF bid?

No

If yes please provide detail

Future Jobs Fund jobs can be targeted either at young people approaching 12 months on JSA or other long-term benefit claimants in areas where the claimant count is 1.5 percentage points above the national average ("areas of high unemployment").

1.7 How many jobs do you intend to target at young people approaching 12 months on JSA?

Young People approaching 12 months on JSA

We are planning to target 80 of the proposed 90 jobs at young people approaching 12 months unemployment, the basis for this is outlined in the text below .

We intend that new jobs will be created and beginning in Jan 2010 with the final recruitment in October 2010, therefore completing by March 2011.

On this basis, we have calculated the number of potential participants being the numbers of under 24 year olds who may be potential clients for the programme, would range between 96 and 191 (a quarter of 10% / a third of 15% of the onflow)

Analysis of the unemployed claimant figures and based on the advice contained in the FJF FAQ and bidding guidance (@Sept 19th 2009) that 10% -15% of the on flow remain unemployed after a year; suggests that in Central Bedfordshire the **estimate of potential FJF clients aged 24 and under would be between 58 and 115 over the first six months of the program.** See Table One below.

In the remaining 4 months July – October 2010 we have made the conservative assumption that potential numbers of clients in the first six months of the program will be repeated and not rise. **Thus the numbers of under 24 year olds who may be potential clients for the programme, would range between 96 and 191.**

Figures indicate that there would be additional potential client numbers from the Tithe Farm hotspot, and although low, Central Bedfordshire would assume that **10 per cent** of the clients on the scheme might come from this 'hotspot'

CLAIMANT FLOWS - AGE AND DURATION – TABLE ONE

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aged 24 and under – on-flow	Central Bedfordshire*	(proportion of on-flow still unemployed after a year)			
		10% of on-flow	15 % of on-flow	¼ of 10%	^{1/3} of 15%
September 2008	285	29	43	7	14
October 2008	280	28	42	7	14
November 2008	350	35	53	9	18
December 2008	280	28	42	7	14
January 2009	310	31	47	8	16
February 2009	550	55	83	14	28
March 2009	380	38	57	10	19
April 2009	305	31	46	8	15
May 2009	370	37	56	9	19
June 2009	290	29	44	7	15
July 2009	400	40	60	10	20
August 2009	540	54	81	14	27

*data rounded to nearest 5.

6 mths March - August 2009 – potential range of client numbers
Remaining 4 months based on average of 9.6 per month (July –October)
Total

58	115
38	76
96	191

There are three wards in Central Bedfordshire where unemployment rates are particularly high, Dunstable, Manshead and Tithe Farm. However, for the latest (August 2009) unemployment figures only one of these areas 'qualified' as an unemployed 'hotspot' for FJF purposes, this was Tithe Farm. See Table Two in Section 1.8

Thus Central Bedfordshire Council estimates that there could be between 105-210 potential FJF clients who could participate in the scheme. This current bid is for a variety of different types of jobs, and 90 clients.

1.8 How many jobs do you intend to target at long-term claimants in areas of high unemployment? (Please also list the areas of high unemployment that you will target)

Figures indicate that there would be additional potential client numbers from the Tithe Farm hotspot, and although low, Central Bedfordshire would assume that **10 per cent** of the clients on the scheme might come from this 'hotspot'

As mentioned in 1.7 above, there are three wards in Central Bedfordshire where unemployment rates are particularly high, Dunstable, Manshead and Tithe Farm. However, for the latest (August 2009) unemployment figures only one of these areas 'qualified' as an unemployed 'hotspot' for FJF purposes, this was Tithe Farm. See Table Two.

CLAIMANT COUNT WITH RATES AND PROPORTIONS – TABLE TWO

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Area	June 2009		July 2009		August 2009	
	number	rate	number	rate	number	rate
Central Bedfordshire	4,844	3.0	4,890	3.1	4,909	3.1
Dunstable Central	164	5.3	167	5.4	172	5.5
Manshead	166	5.5	175	5.8	165	5.5
Tithe Farm	195	6.4	190	6.2	190	6.2
United Kingdom	1,553,256	4.1	1,573,139	4.2	1,602,189	4.2
gor:East	119,111	3.4	118,930	3.4	120,894	3.5

Unemployed 'hotspot' where the total unemployment rate is 1.5% above the national average at August 2009

Rates for regions and countries from 2008 onwards are calculated using the mid-2007 resident working age population.

Unemployed on-flows of those aged over 25 in Tithe Farm have been around twenty per month since March 2009; and so **it is likely that there would be less than ten potential client numbers from the long-term unemployed in the Tithe Farm hotspot available during this programme** (based on the 10% still unemployed after 12mths and further reduction of a quarter and third based on suitability). However, this figure might be boosted if long-term income support claimants in Tithe Farm were included (see Table Three).

Benefit Claimants - Income Support For Small Areas – Table Three

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February 2009

	Tithe Farm
total claimants	245
male	70
female	175
duration - up to 6 months	30
duration - 6 months to 1 year	15
duration - 1 year and up to 2 years	40
duration - 2 years and up to 5 years	45
duration - 5 years and over	115
incapacity benefits	105
lone parents	130

1.9 Please describe the jobs that you are seeking to create. Please list jobs titles, the number of those jobs being created, the duration of those jobs being created and a short description of the job.

There is capacity amongst the Council and its partners to identify up to 90 new jobs we intend to create grouped into 4 broad categories

- Environmental enhancement and Protection 18
- Youth and Community Development 9
- Construction 30
- Admin and Customer Services 33
- Social enterprise , voluntary and community sector – subject of a future bid

SUMMARY – CENTRAL BEDFORDSHIRE COUNCIL FUTURE JOBS FUND PROVISION

Set out below, we have indicated the earliest opportunity jobs are available , however these will be profiled according to the need and demand of clients so not all will start in January 2010 due to predic on flow although there is capacity to do so. We would want to maximise the offer to young people.

Job Provider Name	Description of Job	Job description and Support Available	No of Jobs	Available from:
Environmental enhancement and protection 18				
Countryside Access	4 Rights Of Way Surveyors	On job training will be provided Job will involve identifying and marking Rights of Way , maintenance and promotion	4	1 job in each of March' April, September and October 2010
Grand Union Housing	1 x Trainee Gardener	On the job training will be provided Work undertaken will be assisting with enhancing the appearance of the hard and soft landscaping of the housing estates and other communal areas, thus benefiting the whole community.	1	Jan 2010
British Trust Conservation Volunteers	3 Project Leaders 10 Biodiversity action team officers	Clients will be fully supported whilst on placement with on the job training. Tasks will include identifying certain habitats and ensuring their protection and enhancement.	13	Jan 2010
Youth and Community Development 9				
Aldwyck Housing	1x Trainee Community Involvement	On the job training will be provided The work undertaken by this post	1	Jan 2010

	Administrator	would be to provide administrative support within a busy Community Involvement Team specialising in resident involvement and community development.		
Bedfordshire Police	2 Trainee Partnership and Youth Workers	On the job training will be provided engaging with young people and working generally within the Every Child Matters arena, assisting the Children and Young People Development Officer (currently being recruited).. Bedfordshire Police would be able to provide access to training on subjects relating to the post requirements. We would possibly be able to provide access to volunteering with the Police, which may provide a further opportunity to enhance skill sets.	2	1 job in January 2010 and 1 job in July 2010
Youth Service	6 Youth Support Workers	Training support will be provided NVW Youth support worker. Working alongside a qualified youth worker, to offer a peer led approach to developing activities with and for young people	6	January 2010
Construction 30				
Barnfield College	30 Apprentice Construction Workers	Pre apprenticeship programme fully supported by college	30	15 in Jan 2010
Admin and Customer Services 30				
Barnfield College	30 Apprenticeship Administrators	Pre apprenticeship programme fully supported by college	30	15 in Jan 2010
Aldwyck Housing	1x Trainee Customer Liaison Officer; 1x Trainee Housing Administrator.	<u>Trainee administrator</u> provide administrative support within a busy Housing Management team that deals with Income recovery, Estate Management, antisocial behaviour and community involvement. <u>Customer Liaison</u> The work undertaken by this post would be to provide customer support within our repairs division	2	Jan 2010
Grand Union Housing	1 x Housing Trainee	The post holder would work with and receive training from the various teams within Aragon and	1	Jan 2010

		the Grand Union Housing Group who provide services and support to our residents and local communities.		
All Central Bedfordshire FJF Employers		JOBS TOTAL	90	January – October 2010

1.10 Please list any fixed assets, type and cost, that you intend to purchase with this grant funding.

N/A

1.11 Contact details for the project.

Name: Sarah Hughes

Telephone number: 0300 300 6166

Email Address: sarah.hughes@centralbedfordshire.gov.uk

Address: Central Bedfordshire Council, Borough Hall, Bedford MK 42 5AN

1.12 Senior Responsible Officer details for the project.

Name: Sarah Hughes

Telephone number: 0300 300 6166

Email Address: sarah.hughes@centralbedfordshire.gov.uk

Address: Central Bedfordshire Council, Borough Hall, Bedford MK 42 5AN

Section B: The minimum criteria

Please confirm that your proposal meets the three core criteria set out in the invitation to bid.

The jobs:

2.1 That the jobs are additional – i.e. they could not have been created without funding from the Future Jobs Fund, do not substitute for filling existing or planned vacancies, and do not displace existing employees or contractors. (please tick box)

Yes No

If yes, please provide evidence below

We have consulted with the Job partners to procure the new jobs for this bid and they have confirmed that all the jobs they have proposed and included in the bid are new and do not currently exist. The FJF funding enables them to create these new opportunities and to provide better services to their client groups. In compiling this bid the job partners have confirmed the jobs they have put forward are new, should our bid be successful we will ensure appropriate and robust evidence is in place prior to the job starting . We will review their establishment and employee lists and HR arrangements. Written confirmation will be secured in addition to the evidence we compiled preparing this bid.

2.2 That the jobs you are bidding for will last for at least 6 months, provide work for at least 25 hours per week and be paid at least at the National Minimum Wage?

Yes

2.3 That the jobs will be suitable for young people (18 – 24 year olds) who have been unemployed for up to 12 months

Yes

Firstly, we have reviewed local evidence via Connexions and the LSC Needs Assessment which confirms there is a market and demand for these jobs (see section 3.2)
Secondly the jobs are pitched at trainee level with or pre apprenticeship level indicating a considerable amount of on the job support, management and coaching . Prior to recruitment Job partners will be briefed by Integrated Youth Service and Job Centre Plus colleagues as to the level of intensive support a client is likely to need.

2.4 That employees will be provided with support to move into long-term sustained employment?

Yes

If yes, please provide details below

For the duration of the participants engagement with the employment programme a bespoke support package will be identified with the client at first stage of referral and put in place. Part of this package of support will be using existing funded provision (mainstream as well as ESF and Economic Participation funded programmes) to help clients source and move into further employment. Through our RDA (EEDA) funded Economic Participation programme we are providing an employment brokerage service which will support clients following a period of training and support to remain motivated and job ready , and will source appropriate economic activity on their behalf.

In addition we will ensure each job partner provides interview skills, CV support, and provision of references as part of an 'exit package'

In summary an FJF client can expect to receive the following to improve their long term employability :

- Relevant pre and on the job skills training
- On the job support :mentoring; advice; counselling from trained staff
- On the job training (sourced from a local supplier of funded provision)
- Experience of a real work environment
- Introduction/reintroduction to needs and requirements of the workplace
- Follow up activity including exit interview, introduction to the brokerage service and signposting to further training opportunities

Central Bedfordshire is also actively pursuing a better approach and link between, Procurement , Section 106 , training and employment and support Local labour schemes linked directly to the supply of contracts. We will ensure that there is a direct link between a Local Labour Scheme and the future employment of FJF participants. The Council also intends subject to Executive approval to establish its own Apprenticeship Scheme , which if approved will be in place during the life of this scheme and clients would have the opportunity to apply to move onto it from their FJF experience.

Benefit to the local community:

2.5 Please explain how the work undertaken in this proposal will benefit the local community. This must be the benefit to the community of the job(s) or project(s) being proposed, over and above the benefit to the community of employing an individual **Please limit your response to 500 words.**

The 90 jobs we intend to create can be grouped into 4 broad categories

- Environmental enhancement and Protection 18
- Youth and Community Development 9
- Construction 30
- Admin and Customer Services 33
- Social enterprise , voluntary and community sector

Environmental enhancement and protection

The community benefit outcome will be the preservation of the local rural and urban environment and by harnessing the participants interest in activity that prevents or seeks to minimise negative impacts on our environment.

Engaging Young people and stimulating their interest and keenness in the environment provides for a more sustainable future as their skills and attitudes are passed onto future generations .Indeed EEDA and the LSC have identified landbased industries as potential growth sectors and currently experiencing skills shortages.

Youth and Community Development

The youth workers will focus most of their activity in the 3 Priority Estates in south central Bedfordshire and help to deliver the priorities of the community set out in the Neighbourhood Improvement Plan recently adopted by the Local Strategic partnership.

Hosted in a variety of settings (the Integrated Youth Service and schools, as well as Housing Association, their reach and impact will be quite wide ranging and able to deal with a wider set of issues and barriers to employment faced by young people and older unemployed in the Priority estate of Tithe Farm

Admin and Customer Services

Two Job partners will provide new jobs in this sector and enable clients to learn basic customer care skills and admin procedures. These skills will contribute significantly to the life and social skills of the client and ultimately the wider family and community environment and help them to adopt more considerate and organised approach to their future career.

Construction

As a growth area construction is a key sector . There are reported skilled shortages in construction although the sector is not necessarily employing many workers due to the downturn but we do anticipate demand will increase in the lifetime of this bid. We have also matched this to the aspirations of young people seen by the Connexions Service indicating an interest by young people to work in this sector

The community benefit is to ensure that much needed housing and infrastructure is built or improved to meet the demand from population growth and offers local people employment opportunity. By creating jobs linked to Barnfield College apprenticeship scheme we are ensuring the sector will be able to recruit from a quality talent pool of trained workers. The proposed roles would be created by the College as part of its Apprenticeship Training Agency programme (ATA), where each learner would be employed by the College ATA, placed with a host company for the duration of the programme and supported to commence and complete a youth or adult (+19) apprenticeship programme

Social Enterprise and Voluntary and Community Sector

This will be the focus of a further bid developing and using a model whereby the council acts as the employing organisation for jobs hosted by Social Enterprises and the **voluntary and community sector** . Initial discussions with the sector suggest there is latent demand for new

jobs but a lack of funding to create or sustain them , we look forward to working with the sector creatively over the next few months to procure more new jobs.

The costs:

2.6 What unit cost per job are you bidding for from the Future Jobs Fund? (up to a maximum of £6,500) Please set out what proportion of the £6,500 will be needed as initial start up costs and what this funding will cover. (e.g. what materials, supervision, etc.) (See Guidance notes 2.6).

We have consulted with our partners who have submitted varying unit cost rates , we have therefore taken an average of these to arrive at a unit cost figure of £5,800 per job. We are applying an average start up cost of £250 (4.3%) to cover start up costs such as recruitment and induction , some office and equipment costs and includes a management fee of £14,500

Some jobs cost in higher than £6,500 hence we are leveraging additional funding (see 3.1) to further subsidise partners to host new jobs and to keep within the £6,500 cost to the Future Jobs Fund.

PARTNER PER COST JOBS

Partner	Number of Jobs	Total Cost per Job (including match)	Cost to FJF per job	start up cost per fjf job
Aldwyck	3	£7,013	£6,183	250
Barnfield	60	£5,683	£5,683	250
CBC Youth Service	6	£6,500	£6,500	250
BCTV	13	£6,513	£5,683	250
Beds Police	2	£6,113	£5,283	250
Countryside Access	4	£7,330	£6,500	250
Grand Union Housing	2	£7,330	£6,500	250
All / Total	90	£6,021	£5,800	

Section C: Quality criteria

This section sets out the qualitative criteria against which your bid will be assessed. If your bid fails to demonstrate evidence against any one criteria then it will not be recommended for funding.

Where this application is being made by a partnership this section should be completed by the lead partner who will deliver the project in question.

3.1 Are additional funding streams available to combine with the Future Jobs Fund? If yes, please provide details of the type, amount and duration of funding and how you will use them.

We are using at least 3 additional sources of funding to align and combine with our planned FJF programme:

European Social Fund (ESF)

Economic Participation (from the East of England Development Agency)

Learning and Skills Council

At present, we envisage that we would use the Future Jobs fund money to pay the wages and on costs (plus a small hosting fee for the host organisation) for participants. It will also contribute to the overall project administration. Additional support and training will be provided from existing mainstream funded providers, but participants will be advised on and signposted to the most appropriate of this provision through a bespoke brokerage service that will be funded from the Central Bedfordshire Economic Participation Programme (Economic Participation is an RDA funded project) referred to in section 2.4

In addition we would look to working especially closely with the local ESF funded projects that are Co-financed by the Council, in particular through the identification of potential participants, and potential focussing of training. We also intend that this project will have a direct link to the Economic Participation Programme's job brokerage project, although this mechanism has yet to be defined

Type / Source	Amount	Duration	How used
LSC Apprenticeship	£101,308 based on average learner cost of £2,666	12 – 18 months	Apprenticeship and training
Economic participation	£20,000 applied to selected Job partners	6 months	Flexible funding to support client Training , Mentoring and other support needs
Economic Participation	£35,150 which is 1% of relevant components of the EP programme which are open to 18-24 clients ltu for 09 / 10 will combine with	6 months	Help with travel to work; training, managing a work limiting illness inc mental health; sourcing employment or other opportunity beyond the fjf job.
European Social	£1,309 per client x 90	6 months	Personal

Fund (ESF) Central Beds Co Financing programme	Up to £117, 810 is available in support		development, Vocational training IAG and signposting and mentoring
Total	£430,726		

Meeting local requirements:

3.2 What analysis have you done of expected demand for Future Jobs Fund jobs in the labour market(s) in which the jobs will be created, and how your jobs would meet these needs? Authorities in England will need to ensure the analysis contributes to the future development of an area's Local Economic Assessment and Work and Skills Plan. **Please limit your response to 1000 words.**

We have undertaken an initial assessment of worklessness in Central Bedfordshire to accompany our bid to the Future Jobs Fund. We will further develop this as part of our Local Area Assessment thus further informing the refresh of the Local Area Agreement and the preparation of the Central Bedfordshire Economic Development Strategy by Summer 2010.

Overall the economic activity and inactivity rates compare favourably with regional and national averages across a number of indicators. This however belies the intensity of economic inactivity and barriers to participation in the labour market in particular localities, mainly our priority estates in the Dunstable / Houghton Regis area of Central Bedfordshire.

The summary table shows:

- Central Bedfordshire performs better than the East of England average on all but one of the indicators.
- Between 2002 and 2007, Central Bedfordshire's progress has varied against the East of England average change across the 10 indicators where change over time can be measured.

Indicator	2002	2007	Absolute change 2002-07	% of East average 2007	Progress against East trend 2002-07
ECONOMIC PARTICIPATION					
Employment Rate (%)	84	81	-3	105	▼
Economic Activity Rate (%)	86	84	-2	104	▼
Working Age Benefits Claimants as % of Working Age Population	8	8	0	74	—
16-18 year olds NEET (%)		7		112	
% in Employment Self-Employed	11	15	+4	104	▲
VAT Registrations per 10,000 adults	44	43	0	112	▼
Lower Quartile Earnings as % Average Earnings	59	62	+3	105	▲
EDUCATION AND SKILLS					
% Working Age Population Qualified to NVQ Level 2 or above	64	65	+1	104	▼
% Working Age Population with No Qualifications	11	9	-2	68	—

Functional Literacy (%)		92		106	
Functional Numeracy (%)		NA		NA	
ILL HEALTH AND DISABILITY					
Working Age Population with Disability (%)		12		75	
Working Age Population with Limiting Long-Term Illness (%)		10		84	
BARRIERS SPECIFIC TO YOUNG PEOPLE					
16 and 17 year olds Participation in Education and Learning (%)	80	86	+6	105	▲
19 year olds achieving NVQ Level 2 Qualifications (%)	70	72	+2	96	▼
RURAL GEOGRAPHY					
Population Density (People per km sq)		349		119	
INDEX OF MULTIPLE DEPRIVATION					
% of LSOAs in England's 20% most deprived		0		0	

In 2007 Central Bedfordshire had a population of 252,100, and a working age population of 166,400. It is the largest unitary authority in the East of England and accounts for around 4% of the East of England region's population.

Across the whole working age range, males have higher rates of economic activity than females in Central Bedfordshire. Those aged 16-19 have the lowest rate of economic activity, with females having slightly higher economic activity rates than males in the 16-19 and 20-24 age groups. As such we know our client group is likely to be male dominated rather than female.

Unemployment, worklessness and Priority areas in central Bedfordshire

The national and local trend is one of rising unemployment, it has more than doubled in Central Beds in the last year (Aug 2008 – 2009)

claimant count with rates and proportions

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area type local authorities: county / unitary
area name Central Bedfordshire
item name Total claimants
rate Proportion of resident working age population estimates

Date	Male		Female		Total	
	number	rate	number	rate	number	rate
January 2008	1,175	1.4	562	0.7	1,737	1.1
February 2008	1,214	1.5	583	0.8	1,797	1.1
March 2008	1,225	1.5	582	0.8	1,807	1.1
April 2008	1,188	1.4	546	0.7	1,734	1.1
May 2008	1,237	1.5	549	0.7	1,786	1.1
June 2008	1,238	1.5	545	0.7	1,783	1.1
July 2008	1,331	1.6	602	0.8	1,933	1.2
August 2008	1,514	1.8	675	0.9	2,189	1.4
January 2009	2,655	3.2	940	1.2	3,595	2.3

February 2009	3,268	3.9	1,165	1.5	4,433	2.8
March 2009	3,481	4.2	1,279	1.7	4,760	3.0
April 2009	3,608	4.3	1,332	1.8	4,940	3.1
May 2009	3,544	4.2	1,324	1.7	4,868	3.1
June 2009	3,538	4.2	1,306	1.7	4,844	3.0
July 2009	3,517	4.2	1,373	1.8	4,890	3.1
August 2009	3,466	4.2	1,443	1.9	4,909	3.1

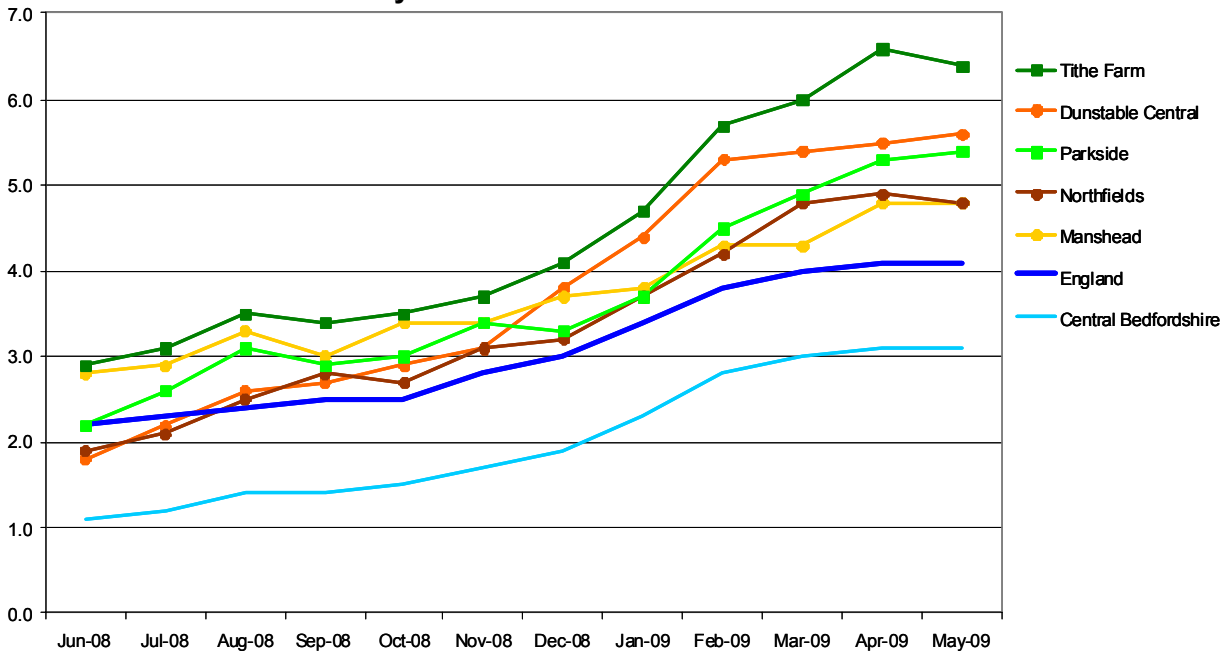
Nationally, unemployment using JSA claimant count figures was 4.1% in May 2009. Using the definition of an unemployment 'hotspot' as being 1.5% above the national rate, two wards in Central Bedfordshire were unemployment hotspots in May 2009. This has since reduced to one hot spot which is Tithe Farm where JSA claimant count remains over 1.5% above the national average

Central Bedfordshire wards with the highest rate of claimant count unemployment, May 2009

Ward name		%	Number of claimants
Tithe Farm	(in Houghton Regis)	6.4	195
Dunstable Central	(in Dunstable)	5.6	175
Parkside	(in Houghton Regis)	5.4	185
Manshead	(in Dunstable)	4.8	144
Northfields	(in Dunstable)	4.8	212
All Saints	(in Leighton Linlade)	4.5	139
Biggleswade Stratton	(in Biggleswade)	4.2	108
England		4.1	-
Central Bedfordshire		3.1	4,868

Source: Office for National Statistics, Claimant count unemployment.

Wards with unemployment at or above the national average, for at least one month between June 2008 and May 2009



- Tithe Farm had unemployment of 6.4% in May 2009, and has had the highest unemployment rate in Central Bedfordshire every month since March 2008. Unemployment has been more than 1.5% above the national rate (ie an unemployment hotspot) since February 2009.
- Dunstable Central had unemployment of 5.6% in May 2009, exactly 1.5% above the national rate. Unemployment has been above the national rate since August 2008, and since February 2009 has been between 1.4% and 1.5% above the national rate.

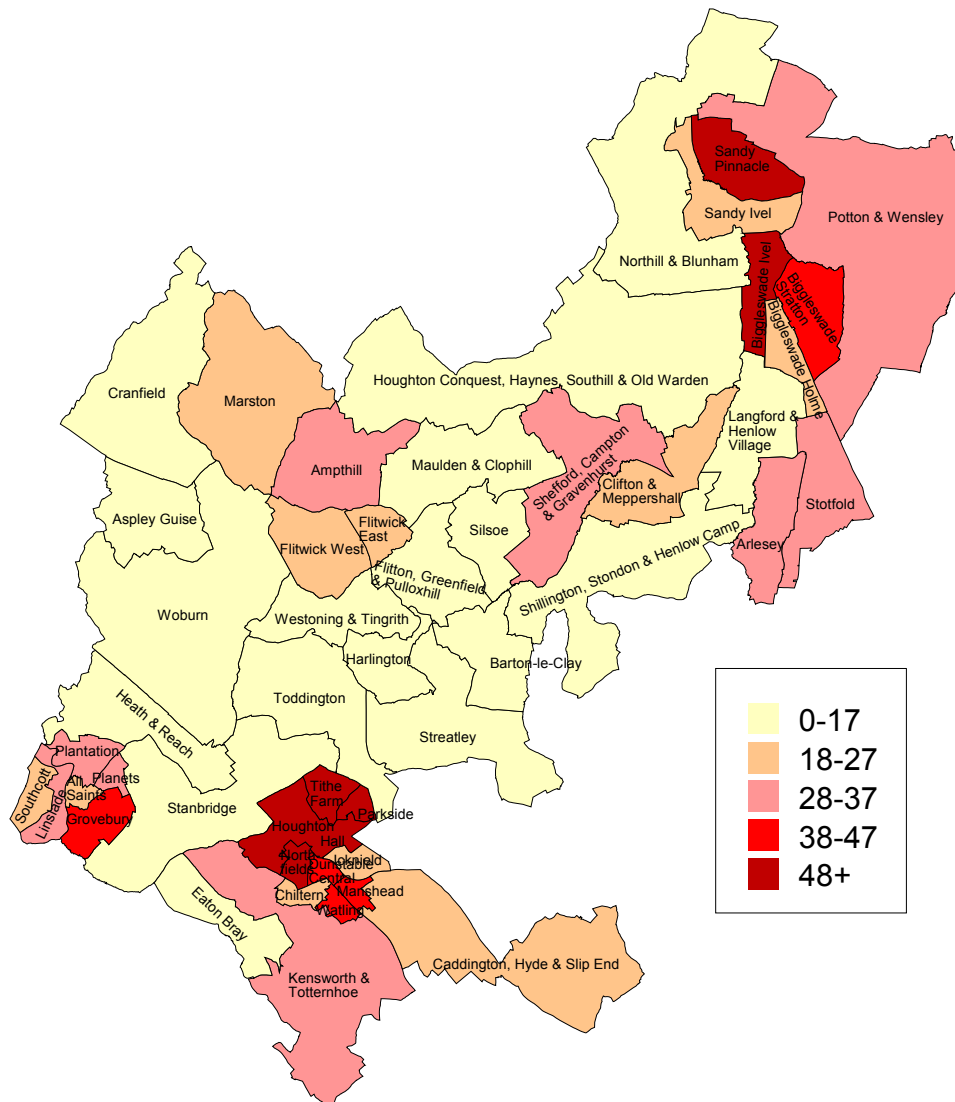
Three other wards have had unemployment rates consistently above the national rate for most of the twelve month period from June 2008 to May 2009.

- Parkside has had unemployment above the national rate since February 2008. In April 2009 unemployment increased to more than 1% above the national rate, reaching 5.4% in May 2009.
- Manshead has had unemployment above the national rate since January 2008 (the earliest month used in this analysis). This increased to 4.8% in May 2009. As the chart below shows, recent increases have been at a slower rate than in other wards in Central Bedfordshire.

- Northfields had unemployment of 4.8% in May 2009. Unemployment has been above the national rate since August 2008.

In terms of 18 – 24 year olds the map below indicates our jobs will need to target clients in Houghton Regis and Tithe Farm but also parts of rural east Bedfordshire around our small towns of Biggleswade and Sandy and to the very west of the area around Leighton Buzzard. The provision that we have made in our Economic Participation programme to help clients with travel to work barriers will be highly relevant and combine well with FJF provision.

Number of people aged under 25 receiving JSA, by former Central Bedfordshire wards, May 2009.



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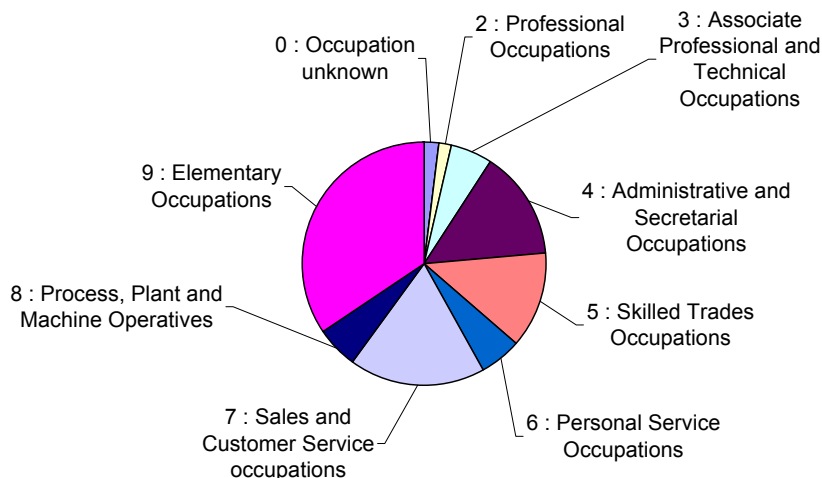
Please also refer to sections 1.8 and 1.9 for the detailed analysis of demand for the jobs and volume of clients we plan to create from the target groups (young unemployed and our hot spot area Tithe Farm in Houghton Regis.

Client demand

- Furthermore we have looked at the labour market needs and aspirations of potential clients For example looking at the sought after occupations by the unemployed 18-24 group,(NOMIS June 09) set out in the table below and prior to that in December 08 clients were looking at the following occupations. This demonstrates that the types of jobs we will be creating meets the demand and aspirations expressed by this age group. Furthermore the LSC identified 7 priority sectors in conjunction with the East of England Skills and Competitive Partnership (EESCP) including: Construction (The Built Environment); Health and Social Care (includes early Years and Play Work); and Land based industries the LSC notes that some of the 'shared challenges' facing the regional priority sectors are:
 - employers reporting that they have both skills gaps and skills shortages
 - the demand for sufficient quality programmes which will lead to specialist sector qualifications
 - the demand for sector specific Leadership and Management provision
 - the demographics and ethnic make-up of the current workforce
 - ***the take up of Apprenticeships within the majority of these sectors (which is lower than other regional comparison sectors)***
 - career pathways not clearly visible to new recruits
 - the perceived 'image' of the sectors

We will ensure that these challenges are addressed through the on the job support to be provided to the clients

Occupation sought by new claimants aged 18-24 in Central Bedfordshire, December 2008



Dec-08

Business and Public service associate professionals	10
Admin	35
Secretarial and related	5
Skilled construction and building trades	15
Caring personal services	15
Leisure service	5
Sales	40
Customer service occupations	10
Elementary trades	75
Elementary admin	25
Admin- records	5
Admin - General	30
Vehicle trades	10
Construction	10
Building Trades	5
Healthcare and related	5
Animal care services	5
Leisure and travel	5
Sales assistants and retail cashiers	40
Assemblers and routine operators	5
Construction operatives	5
Transport drivers	5
Elementary constructions operatives	30
Elementary process plant occupations	10
Elementary goods storage occupations	35
Elementary personal services occupations	15

3.3 How do the jobs you will create take account of the needs of the target group? (i.e. the specific needs of long-term unemployed young people and/ or long-term workless people in areas of high unemployment). **Please limit your response to 500 words.**

Addressing barriers to work

It is recognised that these client groups will have a range of barriers to work that they will need help to overcome, we will address this in the following ways

Aligning funded provision eg to a Healthy Steps to employment project to ensure clients with a work limiting illness or mental health barrier have access to and receive appropriate help to enable them to manage their condition and participate in the work place.

Involvement of key partners such as the Youth Service and Connexions to ensure young people have access to a range of support to meet their needs and help them overcome barriers. These needs will be identified in the recruitment stage and a client plan prepared to outline the support required.

Through our Economic participation and ESF programmes we will combine with FJF to provide support to clients to overcome access barriers (Wheels to Work)

Supporting Future Jobs Fund employees:

3.4 How will you support Future Jobs Fund employees while they are employed through the Fund? **Please limit your response to 500 words.**

Each employee will be different and will have different needs, therefore the support that they will require whilst employed will be different. Using the signposting system identified above, each will receive an initial IAG interview to identify their requirements and will be signposted to appropriate training before employment. All employers involved in the scheme are expected to provide a level of on the job training and support and this will reflect the needs identified in interview. We will look to schemes such as Train to Gain to provide further training during the job.

The alignment with our ESF and EP programmes will be a crucial and cost effective means of building in the additional support from specialist providers experienced in supporting this client group. For example we have a number of providers already engaged in delivery to 16-18 NEET's and E2E programmes and of working in the priority estate areas.

3.5 How do you plan to help employee's secure sustainable employment after the funding for their Future Jobs Fund job has finished (i.e. support to move into unsubsidised employment in the wider labour market and/ or within your organisation)? **Please limit your response to 500 words.**

For the duration of the participants engagement with the employment programme a bespoke support package will be identified with the client and put in place.

Part of this package of support will be using existing funded provision (mainstream as well as ESF and Economic Participation funded programmes) to help clients source and move into further employment. Through our RDA (EEDA) funded Economic Participation programme we are providing an employment brokerage service which will support clients following a period of training and support to remain motivated and job ready, and will source appropriate economic activity on their behalf.

In addition we will ensure each job partner provides interview skills, CV support, and provision of references as part of an 'exit package'

In summary an FJF client can expect to receive the following to improve their long term employability :

- Relevant pre and on the job skills training
- On the job support :mentoring; advice; counselling from trained staff
- On the job training (sourced from a local supplier of funded provision)
- Experience of a real work environment
- Introduction/reintroduction to needs and requirements of the workplace
- Follow up activity including exit interview, introduction to the brokerage service and signposting to further training opportunities
- Liaison with HR depts regarding access to internal job banks and redeployment pools and future vacancies.

- Signposting a referral especially to other apprenticeships schemes to extend the work and training experience

Central Bedfordshire is also actively pursuing a better approach and link between, Procurement , Section 106 , training and employment and support Local labour schemes linked directly to the supply of contracts. We will ensure that there is a direct link between a Local Labour Scheme and the future employment of FJF participants. The Council also intends subject to Executive approval to establish its own Apprenticeship Scheme , which if approved will be in place during the life of this scheme.

Supporting evidence:

3.6 Can you provide evidence of the credibility and quality of your bid. This could include any track record in job creation or in working with this group; how you have engaged with partners (including in other sectors) to create jobs, align funding and/ or deliver value for money; community engagement in developing the bid; how you will ensure financial control and manage performance. **Please limit your response to 500 words.**

Alignment and value for money

The credibility of the bid is implicit in the quality and nature of the partners involved and the alignment and therefore leverage and value for money we can achieve with our ESF Co-Financed programme and Economic Participation programme. It will also kickstart the Councils own Apprenticeship programme and provide future job opportunities.

Community Engagement

Securing FJF funding and creating jobs is part of the LAA 152 Delivery Plan so will be monitored carefully by the Council and its partners and reported to the LSP. It will also make a significant contribution to the impact of our Priority Estate Neighbourhood Improvement Plan (NIP) as it is included in the NIP Economy Action Plan . The LSP have recently signed off the NIP and endorsed the FJF bid at their meeting in July 09. The NIP Sustainable Communities Manager and NIP have engaged in the development of the bid

The Council and its job partners have a good track record of working with external funding programmes aimed at up-skilling disadvantaged individuals and reducing worklessness., this is demonstrated by the Council being one of the very few in the Country that is a Co-financing organisation for ESF, as well as the administration of the £1.1m pa Economic Participation bid (EEDA RDA funding) We managed a £4m ESF scheme 2000-2006 and achieved good outcomes supporting over 2,000 people to improve their employability and XX number moved into employment on leaving the programme.

Partner engagement

The Learning Partnership which is a network of training providers is a non job creating partner in this bid, it has unparalleled knowledge of the local providers and provision in the area and are able to add considerable expertise to the partnership as well as adding value to the provision of the jobs .

The job partners were secured though direct contact building on established relationships, there has been ongoing dialogue as the bid has evolved which will be formalised into a

Steering group on approval. It is our intention to work with our vcs and SE partners develop more jobs and submit a further bid. If this is not possible we will look at other funding streams such as the 2010/2011 Economic Participation programme to create new jobs.

Financial Control

We will secure additional time from Project Officers experienced in the management of our ESF and EPP programmes to work with the Head of Regeneration and Skills at the Council and job partners ensuring that

- Jobs are new
- Appropriate client records are kept for referral signposting and audit purposes
- Terms and conditions are met including Health and Safety
- Service Level Agreement requirements are met.
- Monthly / quarterly visits are undertaken

The Financial control of the FJF will remain with the HoS , and be via the Councils SAP financial management system. Monthly budget monitoring and forecasting will take place and SAP generated finance reports will substantiate the monthly claim

Section D: Additional information

3.8 Please provide further details of your bid below. This should only be used to provide information that could not be provided in answer to any of the questions in Sections A to C. **Please limit your response to 500 words.**

The Local Strategic partnership discussed the Future Jobs Fund at its July 2009 meeting and is actively in support of the preparation and submission of this bid. It is a real opportunity to further support disadvantaged young people especially in the difficult job market conditions. This in the context that housing growth (albeit slower than anticipated) will increase the population to over 280,000 in less than ten years., and to 325,000 people by 2031. It is a key priority of the. Council to manage this growth effectively to ensure that sufficient employment opportunities are available locally and that the workforce have the right level of skills to access these.

The Council intends to use the Future Jobs Fund to support this strategic objective.

On behalf of the LSP , the Council has secured the 90 new jobs which contribute to the key themes that have been identified through the Local Area Agreement; particularly

- **Growing our Economy;**
- **Protecting and enhancing our environment, green infrastructure and spaces, promoting sustainable housing growth and preparing for climate change**
- **Raising the aspirations of our children and young people**

Links are also being developed with the Children's Trust and Children's Plan and is a central feature of the Economy Action Plan in the recently adopted Priority estate Neighbourhood Improvement Plan.

The Council is particularly keen to build on this submission and to create new jobs with VCS and Social Enterprise partners. Initial soundings would suggest strong interest and real opportunities to develop new jobs. We would hope there could be some future flexibility regarding the client group to ensure we have clients for the jobs created. We would look to shape our future Economic Participation and ESF programmes around a wage subsidy scheme.

Section E – Jobs Profile

Please complete the table below in all cases, setting out how many jobs you intend to create over time and in each region (in England)/ nation (if creating jobs in Scotland and Wales).

Location:	Number of jobs proposed:											
Region and/ or nation	Dec 2009	Jan 2010	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct- Dec	Jan- Mar 11
Central Bedfordshire - East of England	0	17	10	11	2	3	2	10	10	11	14	0

If your bid is successful then it is likely that you will also be asked to provide this information to Local Authority District level to assist with planning.

Appendix 1

LSP Board Members as at August 2009

Attendee

Cllr Tricia Turner	Council Leader / Chair
Jaki Salisbury / Richard Carr	Rep CBC
Cllr Peter Blaine	Rep Town Councils
Cllr Jim Gledhill	Rep Parish Councils
Andy Street	Rep Beds Police
Tony Rogers	Rep Beds Fire
Muriel Scott	Rep Beds NHS
Andrew Morgan	Beds NHS
John Gelder	Rep 3rd Sector Infrastructure Organisation/ Vice Chair
Janet Ridge	Rep Rural Communities
Richard Lacey	Rep Business Sector
Chris Vesey	Rep Higher & Further Education
Julie Benson	Rep 3rd Sector Infrastructure Organisation
Rod Calvert	Rep Business Sector
Julie Ogley	Rep CBC
Gary Alderson	Rep CBC
Edwina Grant	Rep CBC
Richard Ellis	Rep CBC
Liz Wade	Rep CBC
Chris Heaphy	Rep CBC
Ian Porter	Rep CBC
Peter Fraser	Rep CBC
Sandra Hobbs	Minute Taker CBC

