



European Union

European Social Fund

Investing in jobs and skills

Appendix 3

European Social Fund England and Gibraltar convergence, competitiveness and employment programme 2007-2013

Supplementary CFO Plan 2007-2010

Region	London
Objective	Regional Competitiveness & Employment

Name of CFO

London Councils

Section	Content
1. How the plan will make an additional contribution to the Regional ESF Framework.	<p>The London Councils borough programme will support the delivery of the Regional ESF Framework by providing additional provision in 13 boroughs similar to that covered by the original London Councils Co-financing Plan. It will also contribute towards delivering the aims and objectives of the London Skills and Employment Board (LSEB). In particular, Strategic Aim 2: Supporting Londoners to improve their skills, job and advancement prospects through integrated employment support and training opportunities. The London Councils borough programme will help to provide equality of opportunity for those at greatest disadvantage in the labour market. And through the provision of work experience and trials will provide better focused pre-employment support.</p> <p>In a number of cases it will allow individual boroughs to support target groups and activities that were not within the scope of the original London Councils ESF co-financing plan (these are set out below). Where this is the case, London Councils will check with other CFOs to ensure that the proposed activity does not duplicate activities that are already being undertaken elsewhere.</p> <p><i>Activities</i> Activities to be supported under priority 1.1 include:</p> <ul style="list-style-type: none"> • Community specific and area specific strategies and initiatives to tackle worklessness. By leveraging in additional ESF and match from the boroughs, the London Councils Programme will provide a combination of community specific and area

specific activities for those not engaged by mainstream services. These initiatives will add value to the existing infrastructure through targeting those communities where employment service provision is proving relatively unsuccessful, or extending those programmes which are proving successful. The focus on individual communities is consistent with the original CFP, whereas a more defined geographical focus is a corollary of working with a number of individual boroughs.

- **Active and preventative measures which ensure the early identification of needs including individual action plans and personalised support.** The London Councils programme will build on best practice and fund projects that develop personalised action plans with individuals at the first point of contact with the system. For a large number of individuals, this will include the testing and identification of appropriate Skills for Life and/or language support.
- **Enhanced Job search help, Advice and Guidance.** The programme will provide for tailored sign-posting towards work whether they are provided within or by communities, by peers or through mentoring opportunities. New projects will add value to support already provided without duplicating provision.
- **Skills for Life, including the basic skills of literacy and numeracy and English for Speakers of Other Languages, ICT skills and financial literacy skills.** A number of projects funded through the programme will provide language learning that is vocationally relevant and linked to employer needs.
- **Improving job brokerage to enable a better match between supply and demand.** The programme will build on the current employment brokerage work such as the Employer Accord, the quality

improvement activities in London and will provide clear linkages to the *Relay* London Job Brokerage Network.

- **Activities to help lone parents, Job seekers' allowance recipients with children/care responsibilities and other disadvantaged parents.** Activities and new projects funded will add value to other forms of support already provided by offering employment focused training for those with parental responsibilities.
- **Skills and Employment support developed with employers and trade unions, with holistic support for individuals getting into and already in work.** A number of projects funded through the programme will offer tailored support linked directly to the employer. Examples of this include tailored construction training projects linked to Section 106 agreements and tailored employment programmes to enable unemployed people to access jobs within London boroughs. This activity will be supplemented with additional support for the individual accessing and remaining in work. This could include the provision of work placements and additional support for priority groups, such as the provision of childcare and travel expenses.
- **Extending Employment Opportunities through the provision of additional in work support for priority groups.** Working with employers and ESF beneficiaries, projects that link with existing employment brokerage support (including both adults and young people who were formerly NEET) and provide additional peer support, work place advice & guidance and mentoring/"buddying". Such schemes are intended to provide sustainable employment opportunities that reduce 'the revolving door' scenario identified by the LSEB as a particular problem for unemployed Londoners.

Activities to be supported under priority 1.2 include:

- **Linking with employers** – projects that encourage or link to employers offering real work experience. Activities must include additional support that addresses the barriers to employment faced by this group.
- **Additional support for key disadvantaged groups** - projects will provide opportunities for skills development and employment readiness related activities for young people.

Only two of the projects funded through the additional element of the London Councils plan will work with the NEET group. This shift in emphasis is designed in part to pilot activities in anticipation of the changes in the funding architecture for young people, but also reflects priorities in two boroughs, Ealing and Southwark, with large NEET populations. Indeed, in the London Borough of Southwark, the successful project will work exclusively with young offenders. The activities funded are not intended to duplicate work with the NEET group funded by the Learning and Skills Council.

Target groups

There is a wider focus in the supplementary plan than the original focus on the economically inactive as outlined in the main London Councils CFP. This widening of focus is linked to the statutory duty of boroughs to promote wellbeing in their locality. As a result, London Councils proposes to cover all eligible target groups under Priority 1. The groups to be supported include:

- Those with parental and/or carer responsibilities (lone parents being a key group)
- Those with health problems (including people with mental health issues and those on incapacity benefit)
- Disabled people
- Those from black, Asian and minority ethnic (BAME) groups (including white minority ethnic groups),
- Recent migrants with the right to work
- Those aged 50+ with low or no qualifications
- Low income, single earner households with children where one parent is not working.
- The NEET group

Geographical targeting

The programme will specifically target 13 London Boroughs. These are:

- LB Barking and Dagenham
- LB Bromley
- The City of London
- LB Ealing
- LB Hammersmith and Fulham
- LB Hillingdon
- RB Kingston upon Thames
- LB Lambeth
- LB Redbridge
- LB Southwark
- LB Tower Hamlets
- LB Wandsworth
- The City of Westminster

In a number of these boroughs there will be additional geographical targeting at ward or estate level.

The unit costs for output and results targets for individual boroughs are in some cases more than +-10% different from the unit costs in the original plan.

London Councils received a number of specifications from the interested boroughs that contained ESF core outputs and additional outputs required by each of the boroughs.

From this information, London Councils developed a standard set of programme outputs that met the requirements of the participating boroughs. From this, individual boroughs developed unit costs for their projects that considered a number of factors. These include:

- The cost of previously delivering similar activities in the borough
- The desire to include additional outputs and results e.g. minimum amounts of training, or volunteering
- The distance of the target group from the labour market.

Based on these factors, the unit costs across the programme do vary.

<p>2. How the additional activity will complement other activity.</p>	<p>The additional activities link directly to the original CFO plan, which states</p> <p>‘where agreed by the regional ESF committee, London Councils may be able to use any additional ESF available through the 2007-13 programme to match with contributions of clean match funding from individual boroughs, thereby building on the experience of the 2006-08 NRF ESF programme. This approach will link directly within the economic development and environment theme¹ of participating boroughs’ LAAs and provide actions in tightly defined geographical areas, either at borough, or ward level.’ London Councils ESF Plan 2007-10 p.7</p> <p>However, it should be noted that in contrast to match funding allocated through the London Borough Grants Fund, the match funding for the borough programme is not restricted to the third sector. Therefore, the tendering round will be open to providers from any eligible sector.</p> <p>It will also enable the London Councils ESF programme to deliver more of the types of activities listed in the original CFO plan. These include</p> <ul style="list-style-type: none">• ‘Active and preventative measures for workless people that ensure early identification of needs with individual action plans and personalised support;• basic skills, ICT skills, English for Speakers of Other Languages, life skills and vocational training for employability (both prior to and after entering jobs);• job-search help, advice and guidance;• work experience placements;• improving job brokerage to enable a better match between supply and demand;• activities to help unemployed and inactive disabled people and people with health conditions to enter and remain in work;• activities to prolong working lives by re-engaging inactive older workers;• activities to help lone parents enter and make progress at work, and so contribute to alleviating child poverty;
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¹ Formerly bloc 4

	<ul style="list-style-type: none"> • activities to reconcile work and private life, including access to childcare and care for dependent persons, where caring responsibilities are a barrier to labour market participation – childcare and care for dependent persons may be provided as part of a wider set of activities; • mainstreaming and specific action to improve access to employment and increase sustainable participation and progress of women in employment; and • activities to increase participation by people from ethnic minorities in employment. <p>The activities will also support the objectives and add value to other funding streams administered at borough level, such as Working Neighbourhoods and Section 106 funding. It will do this by increasing the value of employment related elements of these programmes and enabling the delivery of additional outputs and results.</p> <p>Through creating direct linkages with the Relay London Jobs brokerage network, the programme will also enable all projects funded to access a range of training to improve the quality of job brokerage services in the capital.</p>
<p>3. Match funding</p>	<p>The indicative amount of match funding is £4,566,368. It will come from a number of sources:</p> <ul style="list-style-type: none"> • £2,350,000 Working Neighbourhoods Funding • £785,000 Section 106 Funding • £459,000 from LPSA Stretch Target Funding • £200,000 from the LBHF Investment Fund • £632,368 from the City of Westminster’s LAA funding • £140,000 from the LB Bromley Local Economy Portfolio

Declaration

I confirm that this Co-Financing Organisation intends to deliver the additional activities set out above and has the additional match funding as set out in Annex 1.

Signature

Name

Official Position

Date

When you have completed this form you should send it to the ESF managing authority at the Government Office in your region, or in London to the London Development Agency European Programmes Management Unit.

CFO supplementary plan

Supplementary financial allocation

Priority 1			
Year	ESF (£)	Public Match (£)	ESF + Match (£)
2007			
2008			
2009	£24,070	£24,070	£48,140
2010	£2,271,149	£2,271,149	£4,542,298
2011	£2,271,149	£2,271,149	£4,542,298
Total	£4,566,368	£4,566,368	£9,132,736



Supplementary output and results targets²

Priority 1

Target	Quantification
Outputs	
Total number of participants	7785
1.2 Number and % of participants who are unemployed	
(a) Number	3114
(b) Percentage	40%
1.3 Number and % of participants who are inactive	
(a) Number	4466
(b) Percentage	57%
1.4 Number and % of participants age 14 to 19 who are NEET or at risk of becoming NEET	
(a) Number	205
(b) Percentage	3%
1.5 % of participants with disabilities or health conditions	22%
1.6 % of participants who are lone parents	12%
1.7 % of participants aged 50 or over	18%
1.8 % of participants from ethnic minorities	60%
1.9 % of female participants	51%
Results	
1.10 Number and % of participants in work on leaving	
(a) Number	2308
(b) Percentage	43%
1.11 Number and % of participants in work six months after leaving	
(a) Number	1592
(b) Percentage	30%
1.12 Number and % of economically inactive participants engaged in jobsearch activity or further learning	
(a) Number	1900
(b) Percentage	41%
1.13 Number and % of 14 to 19 year old NEETS or at risk in education, employment or training on leaving	
(a) Number	110
(b) Percentage	54%
1.14 Other results (specify what the results will be, with a quantification)	
Number of participants receiving 6+ hours of support (IAG, job search, mentoring, training)	2742
Number of participants achieving a Skills for Life/ESOL qualification at Level 1 or 2	599
Number of participants achieving a qualification at NVQ Level 1	51
Number of participants achieving a qualification at NVQ Level 2	35
Number of participants achieving another vocational qualification	106

² Targets may change subject to borough approval

Revised CFO Plan (original plus supplementary plans)

Revised financial allocation (original plus supplementary)

Priority 1			
Year	ESF (£)	Public Match (£)	ESF + Match (£)
2007	£24,206	£24,206	£48,412
2008	£1,438,125	£1,438,125	£2,876,250
2009	£1,915,976	£1,915,976	£3,831,952
2010	£4,165,662	£4,165,662	£8,331,324
2011	£2,271,149	£2,271,149	£4,542,298
Total	£9,815,118	£9,815,118	£19,630,236



Revised output and results targets (original plus supplementary)

Priority 1

Target	Quantification
Outputs	
Total number of participants	11973
1.2 Number and % of participants who are unemployed	
(a) Number	3114
(b) Percentage	26%
1.3 Number and % of participants who are inactive	
(a) Number	8654
(b) Percentage	72%
1.4 Number and % of participants age 14 to 19 who are NEET or at risk of becoming NEET	
(a) Number	205
(b) Percentage	2%
1.5 % of participants with disabilities or health conditions	22%
1.6 % of participants who are lone parents	12%
1.7 % of participants aged 50 or over	18%
1.8 % of participants from ethnic minorities	60%
1.9 % of female participants	51%
Results	
1.10 Number and % of participants in work on leaving	
(a) Number	2769
(b) Percentage	23%
1.11 Number and % of participants in work six months after leaving	
(a) Number	2136
(b) Percentage	18%
1.12 Number and % of economically inactive participants engaged in jobsearch activity or further learning	
(a) Number	4329
(b) Percentage	36%
1.13 Number and % of 14 to 19 year old NEETS or at risk in education, employment or training on leaving	
(a) Number	110
(b) Percentage	1%
1.14 Other results (specify what the results will be, with a quantification)	
Number of participants receiving 6+ hours of support (IAG, job search, mentoring, training)	2742
Number of participants achieving a Skills for Life/ESOL qualification at Level 1 or 2	569
Number of participants achieving a qualification at NVQ Level 1	51
Number of participants achieving a qualification at NVQ Level 2	35
Number of participants achieving another vocational qualification	106