

SURREY COUNTY COUNCIL

LOCAL COMMITTEE (TANDRIDGE)

DATE: 9 DECEMBER 2016



SURREY

LEAD OFFICER: KEIR SCHILTZ, COMMUNITY SKILLS DEVELOPMENT MANAGER, YOUTH SUPPORT SERVICE

SUBJECT: COMMUNITY SKILLS FOR HIGHWAYS - SCC/KIER S-SKILLS INITIATIVE

DIVISION: ALL TANDRIDGE

SUMMARY OF ISSUE:

This Community Skills initiative developed in partnership with Kier Highways, seeks to address 3 key issues within Local Authority service areas:

1. Address skills shortages within the Highways Service through the targeted selection and training of local people who would not normally be able to access this employment;
2. Provide vulnerable people with a supported route to employment that improves their economic wellbeing and reduces their reliance on statutory services;
3. Provide enhanced service and social value within existing highways contracts and in so doing support the local authority's overall performance under the Social Value Act.

RECOMMENDATIONS:

The Local Committee (Tandridge) is asked to:

- (i) Endorse the development of the S-Skills initiative in Tandridge;
- (ii) Invite members to consider allocating a proportionate contribution towards the expected total cost of £3750 to sponsor 1-3 Tandridge participants on this initiative, from their Localism Initiative/Community Enhancement Fund.

REASONS FOR RECOMMENDATIONS:

Vulnerable young people and adults within our communities often require different routes to employment. It is particularly important to find sectors where their inherent and latent skills can be developed and valued by the employer and where the employer has the necessary incentives to supply the extra support necessary.

The highways sector is one such area where their ageing workforce, who are primarily resident outside of the county, needs to be replaced and therefore there is a real desire to diversify the approach to recruitment and training.

Surrey County Council is committed to maximising the Social Value gained from every pound it spends through its contracted and directly delivered services.

The Local Committee's Youth Task Group, (comprising county and district councillors and officers) have discussed the proposals and indicated their support for the initiative.

1. INTRODUCTION AND BACKGROUND:

- 1.1. Surrey Youth Support Service (YSS) works with some of the most vulnerable young people in our communities. The Community Skills initiative recognises the strengths of YSS service delivery in engaging and building relationships with vulnerable people, and seeks to address the barriers that stop our most vulnerable people from engaging in, contributing to, and benefitting from the economic wellbeing of the local area.
- 1.2. The Community Skills initiative utilises the challenges of one sector to provide solutions to another. Vulnerable people who not previously have been shortlisted to participate in a developmental training and recruitment programme will benefit from the opportunity to build their skills and experience, with the chance to gain a place on Kier Highways' subsequent 12 week apprenticeship. A summary of the project is attached at **Annex 1**.
- 1.3. The initiative addresses Kier Highways' contractual requirement to deliver enhanced social value within a competitive recruitment environment.

2. ANALYSIS:

- 2.1 The specific problem that this initiative addresses within the Youth Support Service is the delivery of sustainable models that enable the most vulnerable and challenging young people on our caseloads to access and thrive within suitable employment. The initiative will reduce pressure on our borough teams as the training and work placements are delivered through private sector partners.
- 2.2 A pilot of the proposed programme was undertaken at Brooklands Motor Circuit near Woking over the summer, with extremely positive results.
- 2.3 The proposed cost to the committee is £1250 per person to access the training with no further cost to the committee if they are successful in gaining a place on the 12 week fixed term apprenticeship.

3. OPTIONS:

- 3.1 The Local Committee (Tandridge) agrees to support the development of a programme in Tandridge. The YSS will work to source a suitable base for the programme, and to identify the vulnerable people who will benefit. Participants will carry out works to the benefit of Tandridge residents. This is the officer's preferred recommendation.
- 3.2 The Local Committee (Tandridge) may decide that in the context of reducing budgets, it is unable to support the initiative at this present time.

4. CONSULTATION:

- 4.1 The S-Skills for highways is one of a number of initiatives commencing within the wider Community Skills programme, which has been developed by SCC as a cross service initiative over the last 18 months. The consultation has been through a year long process of work stream meetings with a membership from SCC itself, Surrey Choices, Surrey and Borders Health Partnership, the voluntary and private sectors. These then led to the creation of a number of models specific to each sector which have been further tested through two pilot programmes.

5. FINANCIAL AND VALUE FOR MONEY IMPLICATIONS:

- 5.1. The pilot in Woking initially offered participants a one week programme. However learning from the pilot has seen the proposals revised and a two-week programme developed. This has the benefits of better preparing candidates for moving onto the Kier Highways apprenticeship, and allows them to deliver a greater benefit for the charity where they will be based.
- 5.2. The programme will be evaluated after the first year.
- 5.3. Funding is requested for year one only (starting 2017-18).

6. EQUALITIES AND DIVERSITY IMPLICATIONS:

- 6.1 The S-Skills for Highways actively targets the most vulnerable people and as such supports widening the diversity of the workforce within the highways sector and through this process supports Surrey county councils equality and

7. LOCALISM:

- 7.1 Funding from the Tandridge local committee will be ring fenced for participants from the communities of Tandridge.

8. OTHER IMPLICATIONS:

Area assessed:	Direct Implications:
Crime and Disorder	Set out below.
Sustainability (including Climate Change and Carbon Emissions)	Set out below.
Corporate Parenting/Looked After Children	Set out below.
Safeguarding responsibilities for vulnerable children and adults	Set out below.
Public Health	Set out below.

Crime and Disorder implications

- 8.1. Young people within the criminal justice system will benefit from this initiative through direct targeted recruitment and as a result we can expect participants from this group to show a further reduction in repeat offending.

Sustainability implications

8.2. The S-Skills for highways will be self-funded from 2018.

Corporate Parenting/Looked After Children implications

8.3. Young people who are or have been looked after will be directly targeted for recruitment

Safeguarding responsibilities for vulnerable children and adults implications

8.4. The recruitment, training and initial 3 months fixed term apprenticeship will be overseen by SCC officers with the appropriate Risk and Safeguarding assessments in place.

Public Health implications

8.5. The S-Skills initiative will support the health and well being of the individual participants, their families and the local community through the provision of supported access to economic well being

9. CONCLUSION AND RECOMMENDATIONS:

9.1 The consultation process to this point suggests that the outcomes predicted offer significant return on financial investment.

The Local Committee (Tandridge) is asked to:

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- (ii) Invite members to consider allocating a proportionate contribution towards the expected total cost of £3750 to sponsor 1-3 Tandridge participants on this initiative, from their Localism Initiative/Community Enhancement Fund.

10. WHAT HAPPENS NEXT:

10.1 Should funding be agreed, officers will work within the YSS to identify participants and create the support packages necessary for them to reach their potential within the programme.

Contact Officer:

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Consulted:

The initiative has been to the Economic Prosperity, Environment and Highways Board, and was discussed at a meeting of the Tandridge Local Committee Youth Task Group in November.

Annexes:

Annex 1: S-Skills project summary