

**North Yorkshire County Council**

**Children & Young Peoples Services**

**Corporate Director's meeting with Executive Members**

**14 February 2023**

**Grant Funding Skills 4 Work Programme**

**1.0 Purpose of Report**

1.1 To seek approval from the CYPS Executive Member in consultation with the Corporate Director for Strategic Resources and the Assistant Chief Executive (Legal and Democratic Services) to accept the offer of grant funding from Anglo American in the sum of £104,650.00 for the period from February 2023 to December 2024 relating to delivery of the Skills4Work scheme by entering into a Funding Agreement with Anglo American.

Skills4Work is a North Yorkshire County Council (NYCC) scheme that provides entry to employment training for young people not in education, employment, or training (NEET).

**2.0 Issues**

2.1 Skills4Work is a North Yorkshire County Council (NYCC) scheme that provides entry to employment training for young people not in education, employment or training (NEET).

Anglo American have provided funding towards this programme since July 2020. The programme provides a range of environmental and maintenance tasks in local communities that improve the community environment and facilities. These include, but are not limited to:

- Fencing work, footpath maintenance, hedge and foliage cutting, planting and management of gardens, clearance of ditch and drains, driveway and paving projects
- Young people undertake repair & refurbishment of premises, including minor plastering and decoration work, fittings and furniture with oversight from a project supervisor.

The programme will cover the cost of a professional supervisor for three days per week. This will allow placements for up to five young people who are typically 16-18 year olds.

The primary areas of focus are the communities closest to the Woodsmith Mine Site - the parishes of Sneaton, Eskdaleside-cum-Ugglebanby, Hawsker, Fylingdales and Lockwood.

Beneficiaries are local young people who will benefit from the placements and the communities around the mine site which will benefit from the projects.

**3.0 Funding/Financial Implications**

3.1 The Skills4work programme is an expansion of and draws upon the values and ethos of North Yorkshire County Council, working from a restorative and trauma-informed base with all of our Children and Young People. There is funding from Anglo American to develop and maintain this programme which will cover costs until end of December 2024.

## 4.0 Legal Implications

- 4.1 The terms and conditions of the Funding Agreement have been reviewed by the Council's Legal team. Any expenditure of the funding must comply with the terms of the agreement, as well as the Council's Procurement and Contract Procedure Rules and, where relevant, the Public Contracts Regulations 2015.

## 5.0 Risk Management Implications

- 5.1 Measures for safeguarding Young People on the project:

- **How will workers be protected from working beyond their skill set?**

Clear goals and areas of work will be established through the referral and consultation process between the worker, referrer, and project supervisor. The Project supervisor will support the boundaries of the remit of work and challenge where appropriate. Regular informal supervision with the project supervisor to review work being undertaken, successes and challenges and verbal feedback offered.

- **How will workers be supported to establish professional boundaries with other young people?**

Clear induction package including readiness to work. Informal training on professional boundaries; what this means, establishing and maintaining and professional relationship and how to protect yourself and the reputation of the local authority and project. Regular informal supervision to review work.

- **How will we ensure that we are meeting the terms and conditions of the grant funding?**

Regular oversight between Anglo America and North Yorkshire County Council is in place to ascertain progress of Young people and the communities being served. Liaison with HR, finance and review of the business case to ensure progression in line with timescales and grant funding.

## 6.0 Human Resources Implications

- 6.1 The programme currently employs a project supervisor who recruits, train and develops the skills set through hands on work experience with young people to work restoratively with local communities to maintain repair and refurbish where required. The programme supports improving outcomes for North Yorkshire's children and families and, moreover, supports improved outcomes including personal and professional development for care-experienced and/or service-connected young people.

- 6.2 Young people referred into the programme will earn as they learn which includes a robust induction, training, matching and ongoing support, informal supervision and mentoring will be provided to safeguard the programme and young people; Young people will have the opportunity to work towards furthering their careers and links are established with third sector providers.

- 6.3 Recruits may come from a background of, but not limited to: being in care, living at home with support from Children's Services, or involved with the Youth Offending Service. Throughout their time on the programme, Young People will be supported to identify and move on to the next steps in their careers, allowing for recruitment of new cohorts

## **7.0 Equalities Implications**

7.1 The aim of the programme is to:

- Employ up to five workers per cohort which is regularly reviewed to encourage next steps to their careers and allow room for new Young People to be referred onto the project.
- Establish direct links with local colleges, employment launches and job centres to a smoother transition.
- To continue to accept workers once the current cohort have progressed on in their careers or into other areas of employment.
- Skills4Work will work with the most vulnerable Young People offering opportunities to further advanced their careers and job opportunities in a trauma informed way.

7.2 The recommendations within this report do not have an adverse impact on any of the protected characteristics identified in the Equalities Act 2010. Skills4Work is committed to equal opportunities and supporting applicants with disabilities by making reasonable adjustments to meet individual needs. The referrer or young person is welcome to discuss any queries regarding this with the project supervisor and further advice and support can be accessed through occupational health where appropriate.

## **8.0 Environmental Impacts/Benefits**

8.1 Skills4Work is a North Yorkshire County Council (NYCC) scheme that provides entry to employment training for young people not in education, employment or training (NEET).

The programme provides a range of environmental and maintenance tasks in local communities that improve the community environment and facilities. These include, but are not limited to:

- Fencing work, footpath maintenance, hedge and foliage cutting, planting and management of gardens, clearance of ditch and drains, driveway and paving projects.
- Undertaking repair & refurbishment of premises, including minor plastering and decoration work, fittings and furniture.

8.2 The primary areas of focus are the communities closest to the Woodsmith Mine Site - the parishes of Sneaton, Eskdaleside-cum-Ugglebanby, Hawsker, Fylingdales and Lockwood.

8.3 Beneficiaries are local young people who will benefit from the placements and the communities around the mine site which will benefit from the projects.

## **9.0 Community Safety Implications**

9.1 Because of the nature of the programme, young people referred on might not have the necessary literacy or life skills required for professional communication, verbal or written. This may have a detrimental impact on the reputation of the programme and North Yorkshire County Council; Young People may become disengaged and leave. Informal training will be provided by the project supervisor regarding any recording and professional etiquette, as part of inductions and preparing for the world of work. The project supervisor will also support with any areas of need, where required.

## 10.0 Reasons For Recommendations

- 10.1 The Skills4Work programme aligns with North Yorkshire's Signs of Safety and Systemic Practice for Children practice model. The programme is a strengths-oriented and relationship-based approach to supporting young people to build necessary skills to restore and maintain relationships, increasing resilience and strengthening support networks through hands on work experiences. Skills4work encompasses a high support and high challenge approach in supporting young people. This is an innovative and unique opportunity for Young People within North Yorkshire.
- 10.2 The programme is unique in the targeted recruitment of service-connected young people who will draw on their own life experiences to encourage them to make positive changes in life by hands on work experience. It is restorative by the nature of practice supporting local communicates, but also in how the programme supports care leavers, young offenders and other vulnerable young people to begin their future careers, a process through which North Yorkshire County Council will benefit.
- 10.3 There will also be potential for joint-working and co-ordination of support with other services such as:
- Virtual School
  - In Care and Leaving Care Teams
  - YOT
  - Teams across Children's Services including Early Help

## 11.0 Recommendation(s)

To approve acceptance of the grant to enable to continued delivery of the programme.

STUART CARLTON  
CORPORATE DIRECTOR – CHILDREN AND YOUNG PEOPLE'S SERVICE

Report Author – Tammy Tywang Policy and development officer Early Help  
Presenter of Report – Barbara Merrygold Head of Early Help

Background Documents: