



Report to Economic Development and Skills Policy Committee

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Tel: 07989 152877

Report of: Kate Martin, Executive Director City Futures

Report to: Economic Development and Skills Policy Committee

Date of Decision: 15th June 2023

Subject: Proposed use of Shared Prosperity Fund - People and Skills - years 2 and 3

Has an Equality Impact Assessment (EIA) been undertaken?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
If YES, what EIA reference number has it been given? 2123				
Has appropriate consultation taken place?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Has a Climate Impact Assessment (CIA) been undertaken?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Does the report contain confidential or exempt information?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
If YES, give details as to whether the exemption applies to the full report / part of the report and/or appendices and complete below:-				
<p><i>"The (report/appendix) is not for publication because it contains exempt information under Paragraph (insert relevant paragraph number) of Schedule 12A of the Local Government Act 1972 (as amended)."</i></p>				

Purpose of Report:

The report seeks:

- Approval from the Economic Development and Skills Policy Committee on the proposals for the use of UK Shared Prosperity Fund (UKSPF) - People and Skills allocation for Sheffield
- To note Sheffield City Council will become the Accountable Body on behalf of other South Yorkshire Local Authorities for a proportion of the activity funded by UKSPF following the entering of a funding agreement with SYMCA to enable the delivery of the UKSPF programme in Sheffield and South Yorkshire.

- Approval to spend with the Voluntary and Community Sector (VCS) on employment support activity and to spend on training in response to community and employers' identified needs.

Recommendations:

That the Economic Development and Skills Policy Committee:

- a) Note that Sheffield City Council proposes:
 - i) As Accountable Body for activity funded by UKSPF (strands 1 & 2 activity) for an overall regional value of £7.65m, in line with the approval by the Finance Sub-Committee on 7th November 2022;
 - ii) As Accountable body, to enter into funding agreements with SYMCA to enable the delivery of the UKSPF programme in Sheffield and South Yorkshire as set out in this report; and
 - iii) that the scope of the bid is developed in line with the South Yorkshire Investment Plan for SYMCA and a SY-wide delivery model

- b) Approve the use of £3.94m of UKSPF People and Skills funding and £922,520 match funding totalling £4.87m in Sheffield, to be used for the activity described and set out in the table in section 4.2 of this report, Note that this includes
 - i) £1.89m commissioning with the Voluntary and Community Sector (VCS) on employment support activity (with no individual contract exceeding a value of £250,000)
 - ii) £560,000 on training in response to community and employers' identified needs, (with no individual contract exceeding a value of £250,000).



SPF 3 consultation presentation.pptx



UKSPF Fin Cmt final final 7 Nov 22.doc

Background papers

Lead Officer to complete:-									
1	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;">I have consulted the relevant departments in respect of any relevant implications indicated on the Statutory and Council Policy Checklist, and comments have been incorporated / additional forms completed / EIA completed, where required.</td> <td style="width: 50%; vertical-align: top;">Finance: Duncan Cruikshank</td> </tr> <tr> <td></td> <td style="vertical-align: top;">Legal Richard Marik/Rahana Khalid</td> </tr> <tr> <td></td> <td style="vertical-align: top;">Equalities & Consultation: Ed Sexton</td> </tr> <tr> <td></td> <td style="vertical-align: top;">Climate: Jessica Rick</td> </tr> </table>	I have consulted the relevant departments in respect of any relevant implications indicated on the Statutory and Council Policy Checklist, and comments have been incorporated / additional forms completed / EIA completed, where required.	Finance: Duncan Cruikshank		Legal Richard Marik/Rahana Khalid		Equalities & Consultation: Ed Sexton		Climate: Jessica Rick
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	Legal Richard Marik/Rahana Khalid								
	Equalities & Consultation: Ed Sexton								
	Climate: Jessica Rick								
<p><i>Legal, financial/commercial and equalities implications must be included within the report and the name of the officer consulted must be included above.</i></p>									

2	EMT member who approved submission:	Kate Martin, Executive Director, City Futures
3	Committee Chair consulted:	Martin Smith
4	I confirm that all necessary approval has been obtained in respect of the implications indicated on the Statutory and Council Policy Checklist and that the report has been approved for submission to the Committee by the EMT member indicated at 2. In addition, any additional forms have been completed and signed off as required at 1.	
	Lead Officer Name: Diana Buckley Laura Hayfield	Job Title: Director of Economy, Skills and Culture Head of Employment & Skills
	Date: 31st May, 2023	

1.	PROPOSAL
1.1	The report seeks approval from the Economic Development and Skills Policy Committee on the proposals for the use of £3.94m of UK Shared Prosperity Fund (UKSPF) including £922,520 match funding to fund employment and skills activity as set out in this report using the allocation for Sheffield.
1.2	<u>Background</u>
1.2.1	The UKSPF is the Government’s major economic development fund, replacing EU Structural and Investment Funds (ESIF) and aims to contribute to the Levelling Up agenda by providing financial assistance (largely revenue) to boost productivity, tackle geographical inequalities and improve life chances, especially in deprived areas. The financial restrictions for the funding are limited to the priorities outlined in the UKSPF Investment Plan.
1.2.2	The SPF has three Investment Priorities and will operate over the next three years. The Investment Priorities and their objectives are: <ul style="list-style-type: none"> • Communities and Place • Local Business Support • People and Skills.
1.2.3	The South Yorkshire Mayoral Combined Authority (SYMCA), acting as the lead body for the UKSPF in South Yorkshire, submitted an Investment Plan to Government in August 2022. The core themes of the plan were: <ul style="list-style-type: none"> • Supporting communities to address cost of living and pandemic recovery • Promoting the cultural and visitor economy • Providing a broad and inclusive “total business support” offer • Stimulating enterprise and growth • Accelerating Research & Development, and innovation

	<ul style="list-style-type: none"> • Building pathways to participation and accessing benefits of being economically active • Promoting a skills-driven green economy
1.2.5	<p>In November 2022 Finance Sub-Committee approved that Sheffield City Council may become the Accountable Body for the UK Shared Prosperity Fund for activity within Sheffield and South Yorkshire (where necessary) and authorised the Council to enter into funding agreements with the SYMCA to accept grants associated with UKSPF.</p>
1.2.6	<p><u>People & Skills Support – Revenue Projects</u></p> <p>There is £9.52m revenue funding for South Yorkshire including £3.94m allocated by SYMCA to support activity under the People & Skills theme in Sheffield for delivery of the UK SPF Priorities.</p> <p>This report relates to £1.6m in Year 2 (of which £659,668 is allocated to Sheffield) and £7.9m in Year 3 (of which £3.28m is allocated to Sheffield, plus a £922,520 match funding contribution totalling £4,202,520) and the proposals for how the total sum allocated to Sheffield is used.</p> <p>For year 1 there was no activity under the People and Skills SPF Investment Priority as dictated by Government.</p> <p>Sheffield will be the Accountable Body to SYMCA for strands 1 & 2 as outlined in sections 1.3.1 - 1.3.3 with the financial information in the table in section 4.2 of this report.</p> <p>City of Doncaster Council will be the Accountable Body for Strand 3.</p>
1.2.7	<p>Working with the four South Yorkshire LAs, SYMCA’s investment plan to government in 2022 outlined a regional programme of People & Skills activity funded via UKSPF in South Yorkshire, featuring:</p> <ul style="list-style-type: none"> • Support to maximise economic activity, including targeted employment support for economically inactive residents • Targeted support for individuals with specific barriers to labour market entry, which may be multiple and/or complex, to include cohorts including young people, ex-offenders, the care experienced, people with learning difficulties, homeless people, ethnic minorities etc • Support to develop green skills provision to generate and provide access to low-carbon employment opportunities as part of a drive towards Net Zero and a clean, inclusive economy for South Yorkshire.
1.2.8	<p>South Yorkshire LAs have worked together to design programmes against the People and Skills element of the Investment Plan. The process has involved:</p>

	<ul style="list-style-type: none"> • Analysis of employment and skills data and other relevant determinants • Analysis of labour market information • Alignment with relevant strategies – e.g. the Government White Paper ‘Skills for Jobs’ and SY’s Local Skills Improvement Plan • Analysis of best practice • Mapping of mainstream and other programmes and services • Consultation with partners, VCS partners and Sheffield residents <p>The priorities outlined in the Sheffield Skills Strategy paper, which were taken to the Economic Development and Skills Committee in March, fed in and influenced the programme development.</p> <p>The drafted proposals have been shared with key partners and will be shared at the next Sheffield Employment and Skills Advisory Board.</p>
1.2.9	<p>The regional working group has taken onboard its experience of delivering on key ESF funded projects - including Ambition, Pathways to Success, Sector Routeways, Advance SCR and Advancing Digital - along with stakeholder feedback from DWP, beneficiaries, employers and delivery partners, including the VCS.</p> <p>The regional working group has identified for each strand of activity outlined in sections 1.3.1 - 1.3.4:</p> <ul style="list-style-type: none"> • Key target audiences • A rationale for delivery, in the context of the South Yorkshire labour market, considering the needs of participants and employers, and the mainstream and other provision available • Key inputs / an outline for provision to be delivered to meet the needs of the target audience and achieve the outputs and outcomes identified in SYMCA’s People & Skills Investment Plan • A proposed methodology for delivery • The immediate and longer-term outcomes that can be achieved.
1.3	<p>Core UKSPF People & Skills proposals (Sheffield only)</p> <p>This report proposes that Sheffield’s £3.94m of UKSPF revenue funding plus a match funding contribution of £922,520 is used to provide employment and skills provision for Sheffield residents through three core strands in the financial years 2023/24 and 2024/25 as set out in the tables in section 4.2.</p> <p>Whilst the funding available is significantly less than ESF monies, by concentrating on avoiding duplication and prioritising core activity, the following proposals will retain staffing currently working on ESF programmes and investment in support provided by the VCS.</p> <p>An overview of the core elements is below:</p>

1.3.1 SCC will become the accountable body for the funding received from SYMCA for the delivery of Strand 1 below (including both Youth and Adult elements of Strand 1).

These strands have been set at SYMCA level as a joint delivery plan for SPF against the SY SPF Investment Plan

Strand 1: Preparation for employment - Youth

To provide pre-employment support for young people who:

- Are aged 15 to 18 who are Not in Education, Employment or Training (NEET)
- Are aged 15-18 and showing Risk of NEET Indicators (RONI) e.g. low attendance at school/training, youth offending
- Are aged 15-24 years with Special Educational Needs and Disabilities (SEND)
- Have other circumstances known to adversely affect progression e.g. care experienced, require ESOL support, Elective Home Educated (EHE), missing from education (CME) or have disruption in home or family life

Rationale:

We know that ensuring young people maintain education up until the age of 18 increases their life and career chances measurably. Recently, the number of young people who are not in employment, education or training aged 16-18 has risen and support to ensure they do not fall out of the education system and engage with the labour market is needed. A decline in apprenticeship availability and the impending end of government-funded standalone traineeships means there are fewer options for young people to consider, particularly for those with lower educational achievement which is why support will be targeted at this cohort.

Provision will include:

- Services provided in community hubs where young people can access a range of services e.g. youth clubs
- Targeted 1:1 key working, assessment of need and action planning
- Independent careers education, information, advice and guidance (CEIAG)
- Work experience opportunities and employer encounters wraparound provision to address additional external barriers
- Funded training for 15-18-year-olds ineligible for Adult Education Budget (AEB) provision

Services will be delivered via:

- A multi-agency approach with effective liaison between key agencies in the community e.g. LA early years services, education providers, youth justice, housing
- Flexible delivery models, including face-to-face, online, 1:1 and group-based
- Intensive and/or prolonged tailored engagements with advisors / mentors /
- Confidence and resilience-building group sessions / courses
- Ringfenced funding to bust barriers e.g., travel passes, interview clothing

	<ul style="list-style-type: none"> • Effective signposting to training provision and job-broking support • Simple referral mechanisms from youth to equivalent adult provision • Post-programme support <p>The main outputs/outcomes for the project are as follows:</p> <p>Outputs:</p> <ul style="list-style-type: none"> • 255 total participants • 255 economically inactive participants engaging with keyworker support services • 89 economically inactive individuals engaged in mainstream skills education and training • 51 supported to engage in job-searching • 51 receiving support to gain employment <p>Outcomes:</p> <ul style="list-style-type: none"> • 102 increased employability through development of interpersonal skills funded by UKSPF • 128 sustaining engagement with keyworker support and additional services • 13 in employment, including self-employment, following support • 64 with basic skills (English, maths, digital and ESOL) • 128 in education/training following support
1.3.2	<p>Strand 1: Preparation for Employment - Adult</p> <p>To provide pre-employment support for adults (aged 18+) who:</p> <ul style="list-style-type: none"> • Are economically inactive, need/want to work but cannot or will not access mainstream provision, e.g. people on incapacity benefits (who want to work), those with no recourse to public funds, parents, carers, retirees, 18-24-year-old NEETs, those outside the benefits system, • Are long-term unemployed people who have struggled to engage with and/or progress via mainstream provision • Have additional barriers to labour market engagement, whose specific needs are not adequately met by mainstream provision (e.g., ethnic minorities, refugees, Autism, learning difficulties, mental health, ex-offenders, homeless) • Are short-term unemployed but have a track record of failing to sustain employment <p>Rationale:</p> <p>Low labour market participation is both a root cause of poverty and an impediment to regional economic prosperity at a time when employers are struggling to fill vacancies. Economic inactivity has historically been high in Sheffield but had been slowly dropping but has risen by 15,700 people (23.1%) in the last 3 quarters of 2022. This is a result of large numbers of people exiting the labour market due to ill-health, care responsibilities, early retirement and redundancy. Meanwhile, the rising cost of living is requiring some people to seek employment after long periods of worklessness. High economic inactivity perpetuates inequality across the city, with clear links to health / wealth, social</p>

mobility and life opportunities. Economically inactive people do not have access to Jobcentre Plus services and are therefore reliant on LA-led support.

Longer term unemployment also remains a critical issue in Sheffield, with some people with multiple and/or complex barriers to engagement able to access Jobcentre Plus services but unable to receive the targeted, specialist, local and/or intensive support they need to progress into work. They have exhausted mainstream provision options and need the help of the VCS to receive a holistic support package in a sanction-free environment. Sheffield also has many short-term unemployed residents who have had frequent gaps in employment over a prolonged period owing to a failure to address the barriers which make work unsustainable.

Provision will include:

- Targeted employment support projects based on (1) cohort-specific barriers, (2) location, (3) communities, offering 1:1 keyworker support
- Individual assessments undertaken in non-threatening environments
- Flexible support packages based on individual assessment and co-designed with participants to address specific barriers
- Wraparound provision/ barrier busting funding to address external barriers
- Work experience opportunities and volunteering placements
- Employer engagement, including individualised job brokerage
- The development of multi-agency / multi-organisation referral networks

Services will be delivered via:

- Data and intelligence-led analysis of priority need
- Dispersed and embedded community-based delivery
- Centralised triage and LA management of the community project hubs
- An integrated approach where non-employed users of other LA and community-based services receive early intervention
- Individual pathways based on holistic assessment of individual needs
- Participants following an agreed action plan with clear objectives

The main outputs/outcomes for the project are as follows:

Outputs:

- 1124 total participants
- 450 economically inactive participants engaging with keyworker support services.
- 674 socially excluded unemployed participants accessing support.
- 1124 receiving support to job search & gain employment.
- 169 volunteering opportunities supported.

Outcomes:

- 450 in employment, including self-employment, following support.
- 674 reporting increased employability following support.
- 112 with basic skills (English, maths, digital and ESOL)

	<ul style="list-style-type: none"> • 191 people into education and training. <p>Commission: £1.89m of the activity for Youth and Adult strand 1 activities will be commissioned with the VCS with multiple contracts and providers for the period October 2023 – March 2025.</p>
1.3.3	<p>Strand 2 - Accessing the labour market SCC will be accountable body for the funding received from SYMCA for the delivery of Strand 2 below.</p> <p>To provide bootcamp-style sector-specific training for adults aged 16+ who:</p> <ul style="list-style-type: none"> • Are unemployed or economically inactive and looking to work and willing to train/retrain to access entry-level roles in a new sector, and • Are sufficiently job-ready to successfully undertake basic training and gain where necessary qualifications / certifications for the sector workplaces (e.g. Health & Safety L1, CSCS Card), and • Have the requisite behaviours / attitudes for the workplace (so as not to require pre-entry employability/preparation support) <p>Rationale:</p> <p>Out-of-work individuals who have become job-ready need practical support to take the next step, which may involve undertaking a training course, receiving employer champion job-brokering support, and/or embarking on a work placement with a local employer. Unemployed and economically inactive participants, including those supported by Youth Services, Youth Hubs and community-based employment support require pathways into work with potential to progress. Activity within the vacancy-rich sectors such as Construction, Green Skills-Retrofitting, Care, Engineering & Manufacturing, Hospitality & Retail training, Digital Coding, Business Administration and Early Years sectors will help address local skills gaps by increasing the supply of job-ready candidates seeking employment.</p> <p>Provision will include:</p> <ul style="list-style-type: none"> • Independent information, advice and guidance to alert jobseekers to the options available in sectors with high recruitment demands • Employer-led, short/sharp bootcamp-style training intervention to offer industry-specific skills, basic knowledge, certificates, licences, etc candidates need • For those who complete the initial training phase, a work placement with a local employer to provide practical industry insight and experience • Job brokerage, including apprenticeships <p>Services will be delivered via:</p> <ul style="list-style-type: none"> • A hybrid model of LA-led and training provider delivery, with active employer engagement via work experience and work trials

	<ul style="list-style-type: none"> • Employer engagement to understand industry demands, source work placements and screen candidates for suitability • Training courses co-designed with employers • A flexible/scalable model, responsive to local and regional industry demands, to address labour shortages and skills gaps. <p>The main outputs for the project are as follows:</p> <p>Outputs</p> <ul style="list-style-type: none"> • 810 total participants • 405 receiving support to gain a vocational licence. • 405 gaining work experience. <p>Outcomes</p> <ul style="list-style-type: none"> • 284 in employment, including self-employment and apprenticeships, following support. • 405 gaining qualifications, licences and skills. • 24 people gaining a green skill qualification. <p>Commission</p> <p>£442,402 of the activity in strand 2 will be commissioned with training providers to deliver the sector specific training programmes with multiple providers and contracts from April 2024 – March 2025.</p>
1.3.4	<p>Strand 3 – In-work progression</p> <p>Note that the City of Doncaster Council will be the Accountable Body for strand 3 and Sheffield City Council will receive the funds from them.</p> <p>To provide in-work employability support and enable the commission of training courses for in-work individuals, of which an estimated £120,000 will be used to commission specialist training not fundable through the Adult Education Budget. Activity will be targeted at employed people:</p> <ul style="list-style-type: none"> • On zero hours contracts and low wages, suffering/at risk of in-work poverty • Lacking basic skills and/or with barriers to progression • Who are underemployed, including graduates • Wanting or needed to upskill/reskill, earn more, increase working hours, find better work or change career. <p>Rationale:</p> <p>Ongoing challenges are posed by Sheffield’s low-skill, low-wage economy, from an individual, community and economic perspective. There is an urgent need to upskill residents of all ages, particularly those trapped in the unstable and low-wage economy, who are more exposed to a vicious cycle of low income, poor health, reduced options and lack of social mobility. Where individuals have basic skills needs (English, Maths, ESOL, Digital Skills) provision can be difficult to access for people in-work. A lack of careers information for people in work, inflexible job roles/employers and access to training opportunities is hampering progression.</p>

Employers need support to identify the funded training they need to bridge skills gaps, boost output and productivity, and pave the way for further job creation, which in turn can benefit others seeking entry-level opportunities. There is a well-recognised need for sector and job specific skills training to address gaps in e.g., green skills and emerging technologies, while there is a widespread need for digital, technical and management capability plus softer skills such as communication, customer service, problem solving, numeracy and time management. Sheffield has a plethora of high-quality Further Education and Higher Education skills providers and large numbers of university graduates who choose to stay in the city. There are, however, mismatches between the skills available in the labour pool and those employers say they need as evidenced in the recent Local Skills Improvement Plan based on surveys with local employers.

Sharp focus will be placed on green skills development, to equip the workforces with the competences needed to drive a clean economy and achieve Sheffield's Net Zero objectives. These include skills which are overtly considered 'green' (e.g., environmental management) but also the much broader need to adapt existing skills programmes and jobs to accommodate the use of greener technologies. In addition, all employees and individuals will need basic environmental awareness training. The low-carbon economy creates significant opportunities for Sheffield, as demand for sustainability professionals arises beyond 'traditional' green economic sectors.

Provision will include:

- Holistic, person-centred support, CEIAG, wellbeing, brokerage and commissioned activity
- Support for people to achieve career progression, upskill, reskill and change career in pursuit of increased hours, stable employment etc
- Independent, impartial and quality careers information,
- Sectoral careers showcases, employer academies and skills matching
- Support to enable more inclusive and flexible working practices
- Employer/business-specific training
- Green skills training
- Digital training

Services will be delivered via:

- CEIAG, 1:1, group support, workshops, employer insights, recruitment days and employer recruitment academies
- Brokerage into wellbeing, personalised employment support services, training providers and partner activities
- Proactive employer engagement
- Sector / industry careers events / talks, pitch days, bookable appointments, masterclasses, wellbeing and confidence sessions, publicised scheduled events and activities, roadshows, familiarisation visits
- A progression fund
- Commissioning where AEB doesn't meet the business need

	<ul style="list-style-type: none"> • A responsive service able to meet and resource demand <p>The main outputs for the project are as follows:</p> <p>Output</p> <ul style="list-style-type: none"> • 400 total participants • 360 supported to participate in education / retain / engage with the skills system. • 128 supported to participate in green skills training <p>Outcome</p> <ul style="list-style-type: none"> • 300 gaining qualifications, licenses and skills • 128 gaining a green skills qualification or completing a course following support • 40 with basic skills following support • 77 gaining a green skills qualification <p>Commission: Council commission training services to be delivered by specialist training providers, with a view to levering in AEB funding or plugging gaps in provision where funded training cannot be sourced. The estimated value of this service is £120,000.</p>
1.3.5	<p>Overarching principles / themes</p> <p>Across the four core programmes, the following core principles will apply:</p> <ul style="list-style-type: none"> • Provision will complement, rather than duplicate, mainstream employment and skills activity, with programmes designed to plug gaps in provision and amplify externally commissioned activity • Approaches will be data-led, responding to real-world problems with a focus on increasing equality of opportunity, maximising economic activity, and increasing social mobility and inclusion • Provision will draw upon best practice from ESF programmes delivered from 2018-23 and other SCC-commissioned activity • Activities will be aligned to local sectoral workforce needs and support employers in identifying, recruiting and upskilling staff • The three strands of activity will provide a ladder where people have opportunities to progress and seamlessly transition onto the next stage • Commissioning budgets will to be incorporated across all strands, at scale, recognising the critical role VCS partners play in engaging and supporting residents • Delivery strands should lever in AEB and other mainstream provision to maximise impact • Green skills will be promoted and supported through delivery • Proactive employer engagement will maximise the opportunities of participants to increase employability, find good work and build careers
2.	HOW DOES THIS DECISION CONTRIBUTE?

2.1	<p>The Shared Prosperity Fund Prospectus outlines the investment priorities and SYMCA’s Investment Plan sets out the programme themes in line with the Employment and Skills priorities outlined in the Mayoral Manifesto and the Strategic Economic Plan:</p> <ul style="list-style-type: none"> • Support to maximise economic activity, including targeted employment support for economically inactive residents • Targeted support for individuals with specific barriers to labour market entry, which may be multiple and/or complex, to include cohorts including young people, ex-offenders, the care experienced, people with learning difficulties, homeless people, ethnic minorities etc • Support to develop green skills provision to generate and provide access to low-carbon employment opportunities as part of a drive towards Net Zero and a clean, inclusive economy for South Yorkshire
2.2	<p>The activity will directly contribute to the priorities outlined for Sheffield in the Council’s 2022/23 Delivery Plan and Future Planning as follows.</p>
2.3	<p>Fair, inclusive and empowered communities – the programmes will enhance the partnership with our VCS organisations by commissioning them to engage and support our diverse communities in recognition of their unique ability to deliver in communities.</p>
2.4	<p>Tackling inequalities and supporting people through the cost-of-living crisis – The programmes will target those who are underrepresented in the labour market to equip them with the skills to gain and sustain employment. This will include targeting of ethnic minorities, people with disabilities and health conditions and those experiencing other multiple and complex barriers.</p>
2.5	<p>Healthy lives and wellbeing for all – employment is a critical determinant of health. Being able to stay in good work improves long term health and wellbeing. Work also provides social interaction, identity and purpose</p>
2.6	<p>The project will support the Council’s low-carbon ambitions by increasing skills and employment in low-carbon sectors and those seeking to use and develop technologies to assist in the journey toward net zero. The Council has a 10-point plan and sets out to “work to build the skills and economy we need for the future”. This programme will directly contribute by inspiring new entrants into these industries through effective labour market forecasting and engagement activities, link to businesses offering employment in these sectors and expand the skills and knowledge of the existing workforce.</p>
2.7	<p>The projects will deliver against the priorities agreed by the Economic Development and Skills Committee in March 2022 where those priorities are not able to be fully met by mainstream provision</p>
3.	HAS THERE BEEN ANY CONSULTATION?

3.1	The core proposals have been developed by the four local authority employment and skills leads and SYMCA.
3.2	The priorities for future UKSPF funding were highlighted in the workshop with the VCS at a workshop organised by Voluntary Action Sheffield on 15th May 2023 which were well received
3.3	A further workshop is planned with partners and the Employment and Skills Advisory Board on 29th June 2023
3.4	We will seek further consultation on additional priorities and proposals as they are developed through both Committee workshops and formal Committee papers for approval.
4.	<p>RISK ANALYSIS AND IMPLICATIONS OF THE DECISION</p> <p>4.1.1 <u>Equality of Opportunity Implications</u> An EIA was undertaken for the wider UKSPF Programme as part of a Finance Sub Committee report in November 2022, (now renumbered EIA 2123 on the Council's new EIA platform). It has been reviewed and updated for this decision.</p> <p>The EIA identified potential positive UKSPF impacts across a range of characteristics and groups. It noted the intention to develop programmes to:</p> <ul style="list-style-type: none"> • Address the cost-of-living crisis and support recovery from the pandemic. • Support measures to improve the built/physical environment for our communities. • Develop a business support programme to improve the economy, creating jobs and income for residents. • Develop a skills programme to enhance residents' ability to access employment opportunities. <p>Part of the UKSPF funding will be used to encourage participation across the groups identified in the EIA. The EIA will need to be reviewed and updated to inform the delivery phase to seek to ensure diverse benefits of the funding</p>
4.1.2	<p><u>Climate Impact Assessment Implications</u> The Council declared a Climate Emergency in 2019 and subsequently set a city wide target to be net zero carbon by 2030. In its 10 Point Plan for Climate Action, the Council set a priority to “work to build the skills and economy we need for the future”, which included specific actions to;</p> <ul style="list-style-type: none"> • Ensure that we understand the potential for green job creation and jobs at risk in Sheffield, as well as the skills gap in provision of carbon reduction products and services in the City. • Work with SYMCA, businesses and industry to increase the provision of low carbon skills. • Explore how we can work with the existing green sector and training providers to increase and expand relevant skills. <p>The UKSPF People and Skills programme directly delivers on those actions.</p> <p>An initial Climate Impact Assessment has been carried out, which considered the positive impacts of this project on the economy, the council's influence and</p>

adaptation. Negative impacts were considered for potential transportation increases, which could be mitigated against by working with providers to use active travel and public transport options where available and appropriate.



Copy of UKSPF
People and Skills_CIA.:

4.2 Financial and Commercial Implications

SCC must adhere to the terms of the UKSPF grant funding received from SYMCA. The financial and commercial implications pertaining to the SYMCA grant funding are summarised in the Background Paper document – per Fin Committee Nov 2022.

Match-funding – core match funding will need to be eligible to use, available and evidenced.

Accountable Body - Where SCC is the Accountable Body for grants to third parties then SCC will need to ensure that a back to back Grant Agreement is developed that covers the funders terms and conditions placed on SCC and passports these onto each third party in order to ensure compliance with the grant terms and conditions.

Estimated Budgets 2023/24 to 2024/25

The draft Sheffield costs for the proposals are outlined below, including the budget for UKSPF and match funding:

**Changes may be made but costs will not exceed those below*

Income	2023/24	2024/25	TOTAL
Activity Allocation	£616,918	£3,042,536	£3,659,454
Accountable Body Allocation (Management fee)	£42,750	£242,250	£285,000
Match Funding	£0	£922,520	£922,520
TOTAL INCOME	£659,668	£4,207,306	£4,866,974
Expenditure			
Preparation for work	£591,785	£2,192,301	£2,784,086
Accessing the labour market	£10,526	£1,148,317	£1,158,844
In-work progression	£0	£625,858	£625,858
Accountable Body	£57,356	£240,830	£298,186
TOTAL EXPENDITURE	£659,668	£4,207,306	£4,866,974

The funds for which we will be accountable body for (SPF funds only) and their split amongst the authorities are below. Note that the above Progression funds are not included because City of Doncaster Council will be the Accountable

Body for that activity. This includes extra funds for Sheffield to cover the Accountable Body function.

People and Skills UKSPF	2023/24	2024/25	TOTAL
Barnsley MBC	£288,674	£949,126	£1,237,800
City of Doncaster Council	£0	£970,451	£970,451
Rotherham MBC	£280,589	£922,543	£1,203,132
Sheffield City Council	£659,668	£3,582,868	£4,242,536
TOTAL	£1,228,931	£6,424,988	£7,653,919

Below are the contracts and values that will be procured with the VCS and training providers. No single contract will exceed £250,000.

Commissioning Budget	2023/24	2024/25	TOTAL
Preparation for work - youth	£42,469	£145,406	£187,875
Preparation for work - adult	£451,281	£1,253,844	£1,705,125
Accessing the labour market	£10,526	£431,876	£442,402
Progression	£0	£120,000	£120,000
TOTAL	£504,276	£1,951,126	£2,455,402

4.3 Procurement

All public sector procurement is governed by and must be compliant with UK National Law and the Grant Agreement. In addition, all procurement in SCC must comply with its own Procurement Policy, and internal regulations known as 'Contracts Standing Orders' (CSOs).

CSO requirements will apply in full to the procurement of services, goods or works utilising grants. All grant monies must be treated in the same way as any other Council monies and any requirement to purchase/acquire services, goods or works must go via a competitive process.

Procurement requirements will also be passed on to grant beneficiaries where the Council provides UKSPF to a third party via a grant agreement.

All procurement activity will demand, score, evaluate and monitor Social Value contributions

4.4 Legal Implications

4.4.1 As the recipient of the UKSPF grant and the accountable body under the funding agreement with SYMCA, the Council will need to comply with the UKSPF grant funding terms. The Council should therefore mitigate risks of non-compliance by ensuring key obligations under the UKSPF funding agreement are flowed down when passporting grant awards to third parties.

4.4.2	A review of the draft UKSPF grant funding terms was set out in the report to Finance Committee on 7 th November 2022 which highlighted some of the key terms such as clawback provisions, the Council's obligations to meet Project Outputs/Outcomes etc as well as the requirement to seek SYMCA's prior approval for all significant changes to the project.
4.4.3	Before considering any grant award/financial assistance to a third party the Council must on each occasion first establish whether the grant/financial assistance is a subsidy under the subsidy control regime. Where a grant/financial assistance meets the definition of a subsidy a full subsidy control assessment must be carried out in compliance with the Subsidy Control Act 2022.
4.4.4	<p>Public authorities are required to upload details about certain subsidies or subsidy schemes on the BEIS subsidy database. Section 33 of the Act details that the following are required to be uploaded:</p> <ul style="list-style-type: none"> • All standalone subsidy awards that are not: <ul style="list-style-type: none"> -MFA (minimal financial assistance) or -SPEI (services of public economic interest) or -SPEIA (services of public economic interest assistance) or -exempt under part 3 of the Act • Any individual subsidy awards that are MFA or SPEI or SPEIA that are over £100,000. • All subsidy schemes (unless an exemption under part 3 of the Act applies). • Any subsidies awarded under a scheme that are over £100,000 (even if paid in smaller payments that are below the £100,000 threshold)
5.	ALTERNATIVE OPTIONS CONSIDERED
5.1	<p>Not applying for SPF funding was considered. However, this would result in most Council run core employment and skills programmes stopping altogether and result in withdrawal of funding for the VCS and the communities they serve. Due to a shared understanding with SYMCA of the local labour market challenges, the Investment Plan submitted aligns well with the local needs and therefore the activity we seek to deliver fits with the programme of funding.</p> <p>Alternative models were considered but would have less alignment with the themes developed in the SYSPF Investment Plan and might not be supported by SYMCA. Alternative funding has been attained or is being sought for other activity which does not fit with the investment plan.</p>
6.	REASONS FOR RECOMMENDATION
6.1	The underlying benefit that this proposal brings to secure external funding to deliver a programme of activity in Sheffield that will cover:

- | | |
|--|--|
| | <ul style="list-style-type: none">- Addressing the cost-of-living crisis- Support the community sector- Support to the cultural and visitor economy- Improvements to the built environment and reduce carbon emissions. |
|--|--|