

Appendix A: Futures Advice, Skills and Employment Group – Update October 2019

Overview

1. Futures is an independent social enterprise, jointly owned by Nottinghamshire County Council and Nottingham City Council. An OFSTED 'Outstanding' provider, with a record of high-quality provision, Futures' primary objective is to address the employment and skills needs of residents, of all ages, in Nottingham and Nottinghamshire.
2. This is delivered principally through dedicated Information Advice and Guidance (IAG), skills training and employment support with individuals, in schools and working directly with businesses. Futures is a prime provider of the National Careers Service in the East Midlands. Its work with employers also includes delivering Apprenticeships through an Apprenticeship Training Agency (ATA); this enables local small and medium sized enterprises (SMEs) to upskill and access the benefits of recruiting apprentices, without the associated bureaucracy this can entail.
3. Futures' programmes are many and varied, albeit focus around
 - *Supporting individuals with multiple and complex needs to improve social inclusion;*
 - *Enabling people to enter work to reduce unemployment;*
 - *Supporting employers and employees to acquire the skills for work to increase productivity*

Impact Overview

4. Having spun out of the County Council 24 years ago, Futures has since diversified its funding sources and the County Council contracts for now account for less than 8% of total turnover. The success in leveraging additional funding into the area has been to the benefit of Nottinghamshire; **for every £1 directly provided by Nottinghamshire County Council, Futures has secured an additional £3.20 of external funding which directly benefits Nottinghamshire residents.**
5. In 2018-19 these additional advice, skills and employment support projects supported over **8,500 adults; 1200 children and young people and engaged more than 40 schools and 50 employers.**
6. Some of these projects are delivered in partnership with the Council (Troubled Families, Future Impact, IASS, the CEC Enterprise Coordinator Network), whilst others are independently funded and delivered, (National Careers Service, Alternative Provision, Employment Advisers in IAPT, ESF Community Grants, Levy and Non-Levy Apprenticeships, Adult Education).

Activity Synopsis

7. Futures' broad service offering means that it can support Nottinghamshire residents at all stages from school, through young adulthood and into employment and beyond. The following summary outlines the range of targeted services provided to Young People, Adults and Employers across Nottinghamshire during 2018/19:

Nottinghamshire Young People

- The Council delivers its responsibilities for maintaining low **Not in Education, Employment or Training** (NEET) levels via Futures, with the company maintaining details of the post-compulsory school destinations for every 16 and 17-year-old who is resident in the County. Futures' employees are seconded into the Council's Family Service, where they work with

those 8-18 year olds and their families displaying behaviours that require higher levels of intervention, including truancy, drug and alcohol dependency, offending, housing crisis and vulnerabilities that could lead to children and young people entering the care system.

- **Future Impact**, a Social Impact Bond, developed in partnership with the Council, supports 50 young people with greater complexity of need, to return to education or enter employment. Future Impact brought in around £80,000 additional income to Nottinghamshire in 2018-19, with a total of £400,000 additional funding over the next four years.
- **Information, Advice and Support Services (IASS)**, the Information, Advice and Support Services for Children and Young People with Special Educational Needs and/or a Disability (SEND) – this year IASS supported approximately 600 young people and their parents, who live in the county.
- **Alternative Provision project (AP)**. This year AP provided Careers and Employability support for 150 young people transitioning from Alternative Provision in the county. This is funded through a Department for Education grant worth over £200,000.
 - **CEC/Nottinghamshire County Council** funded **Enterprise Coordinator Network** is working with 44 schools in Nottinghamshire (against an overall target of 40) and 84% of targeted schools have engaged with an Enterprise Coordinator. This support and challenge activity has seen increasing levels of engagement and progress towards the Gatsby benchmarks for careers education and guidance, with significant growth over recent months in engagement from schools in the North of the county.
 - Futures' **Work Experience** service is delivering high quality work experience opportunities in 13 Nottinghamshire schools and supporting 1362 young people.

Nottinghamshire Adults

- **National Careers Service**, supported 7,200 adults to secure employment, develop their careers, or move into further education and training, with this provision valued at approx. £800,000 in Nottinghamshire this year.
- Futures' **D2N2 Community Grants programme**, has secured more than £300,000 ESF funding for Nottinghamshire residents which supported more than 230 people to achieve employment and learning goals.
- The ESFA funded **50+ Project** trials new approaches to supporting older employed and unemployed people to access retraining and gain new skills. The project supported 60 Nottinghamshire residents and 5 businesses this year.
- Futures' specialist advisers embedded within Improving Access to Psychological Therapies (IAPT) services provided employment-related advice and support to over 110 adults experiencing mental health challenges which presented a barrier to them returning to/remaining in employment.

Nottinghamshire Employers

- Our **Futures for Business** service supported 52 Nottinghamshire employers to deliver 79 apprenticeships to upskill their workforce and enhance productivity.
- Futures for Business helped another 434 Nottinghamshire residents to gain qualifications via pre-employment, Information and Communications Technology (ICT) and functional skills programmes.

2019/20 in Focus

8. Futures' aim for 2019/20 and beyond is to build upon the established track record of securing extra funding which directly benefits the employment and skills needs of Nottinghamshire residents and to go even further: helping more young people to raise their aspirations and

equip them to pursue their career goals; more people to benefit through accessing careers advice, securing new skills which help them into work; assisting more employers and SMEs through upskilling their workforces, particularly in growth/skills shortage sectors; and working with more people who require preventative support, who are marginalised or face challenges which, without early intervention, would prevent them from engaging and progressing.

9. Alongside the continued expansion of the scope and scale of the existing programmes outlined above, there are 3 priorities for Futures' new Chief Executive Officer in shaping the development of the Futures' service offering for Nottinghamshire residents:
 - a) ***Ensuring alignment between Futures' service development and the Council's strategic priorities is maximised.*** This will include mapping those priorities identified in the Council Plan, the Place Departmental Strategy Refresh (2019/20) and the Growth and Economic Development Skills and Employment Framework 2019-2021 and wider related strategies including D2N2 Strategic Economic Plan and the upcoming Local Industrial Strategy with the aim of jointly focusing available resources upon local priorities and working in partnership to target the development of additional activities which will secure relevant employment and skills outcomes.
 - b) ***Exploring ways in which the Council and Futures can leverage additional funding into the county in order to benefit more Nottinghamshire residents;*** this may include (i) securing European Social Funds (ESF) for deployment in the county, exploring the potential for using existing Council activities to fulfil 'match' requirements thus leveraging monies and activities which would otherwise be routed elsewhere; (ii) reviewing the potential for using the Teckal exemption in order to outsource suitable activities to Futures; (iii) exploring the potential for accessing unspent Levy funding in the county for the benefit of Nottinghamshire employers in a way which could persuade those previously not prepared to invest in this way, such as through the Apprenticeship Training Agency (ATA).
 - c) ***Develop, additional innovative advice, skills and employment projects which support the Council's strategic objectives and directly contribute to the skills and employment objectives in the Council Plan;*** examples currently under development include (i) hosting the Big Assembly, securing the participation of all Nottinghamshire schools, linked to National Apprenticeships/Careers Week; (ii) securing the location to the county of the nationally acclaimed School of Code, with a service proposition which equips young people with the skills to secure 'guaranteed' jobs in the digital sector, whilst also linking into schools; (iii) developing 'aspiration escalator' projects for skills in growth/shortage sectors, in line with the successful project developed by the CEC team in partnership with the NHS linked to GP shortages in the East Midlands; (iv) developing bespoke, flexible construction provision to ensure Nottinghamshire residents, particularly those in deprived communities, benefit from opportunities linked to key infrastructure developments, such as High Speed 2 (HS2); (v) developing a partnership which pilots an alternative delivery model for adult social care provision, aiming to break the cycle of low margin, low investment and high agency costs; (vi) securing Derbyshire and Nottinghamshire Collaborative Outreach Programme (DANCOP) funding to target young people in areas of deprivation, who are less likely to move on into FE and HE.