

AGENDA ITEM 12

RURAL, ECONOMIC & ENVIRONMENTAL AFFAIRS COMMITTEE

30th OCTOBER 2013

REPORT OF HEAD OF COMMUNITIES AND NEIGHBOURHOODS

SAINSBURY'S EMPLOYMENT OUTCOMES

1.0 PURPOSE OF REPORT

- 1.1 To update the Committee on the Sainsbury's Employment Outcomes and Evaluation of the s.106 agreement

2.0 RECOMMENDATIONS

- 2.1 **It is recommended that Members approve the Learning from the Sainsbury's project to support further development work with Business within the Borough. (Appendix A)**
- 2.2 **It is recommended that the Members note the data gathered from the Sainsbury's Project and consider this is in regards to the development of supporting those furthest from the labour market**

3.0 KEY ISSUES

- 3.1 In developing the section 106 agreement, a group of officers from the across the council services input into the draft document prior to submission. This cross- service approach had previously not been adopted
- 3.2 In order for the planning agreement to be put into place, the Council negotiated a Section 106 agreement was for 10% minimum (aspiration 30%) employment, to come from the local unemployed. To secure this, Sainsbury's created a filter for applications from postcodes.
- 3.3 Melton Borough Council offered a building for this training, and so had possession of an asset that could be utilised for the 6 week training course.
- 3.4 Partners were consulted and asked to refer into the programme through the Learning Forum and Stake holder group (DWP, Melton Borough Council, Adult learning Service and Loughborough College). This resulted in 256 referrals into the pre-screening days, to look at their eligibility for funding, literacy and numeracy levels.
- 3.5 To support those furthest from the labour market, Voluntary Action Leicestershire and Clockwise were asked to be involved to support finance and confidence issues for returning to work.
- 3.6 56% of attendees gave information re: benefit, with 88% stating JSA. Only 7% stated that they were on ESA or DLA. DWP will be monitoring those signing off and their benefit to get a clearer understanding.
- 3.7 Out of the 3 stakeholders (JHP, DWP and In training) with primary interest in worklessness, only 42 out of 130 (32%) completed the programme. 75 (57%) of attendees who self referred completed the programme, illustrating that they were motivated to find work.

- 3.8 Egerton Ward had highest attendance with 26/130 completing course, demonstrating that community who asked for the s.106 had highest participant rate.
- 3.9 In regards to Literacy and Numeracy, with 190 being assessed for Numeracy levels, 33.3% were assessed at Level 1 and Level 2 (D-G and A-C GCSE Grades). Literacy levels were assessed 30% Level 1 and 2 (D-G and A-C GCSE Grades). Week 3 had highest levels (1 and 2) of Literacy (56%) and Numeracy (50%). Week 3 had 59% as attendees who were not referred by a service.
- 3.10 The distance travelled between the start and end of the programme was the most important for questions answered by 18-24 years old. It suggests a positive impact of the programme on this particular group confidence, particularly in communicating with others and working in a team.
- 3.11 Sainsbury's Feedback
- 1) The learners were enthusiastic to be part of the course, and clearly motivated to work.
 - 2) Sainsbury's stated that they found the partnership working was excellent, and ensured that 'we gave every person the best and equal chance of securing employment with Sainsbury's'.
 - 3) Sainsbury's commented that advance planning including the Job Fair and Guaranteed Interviews, meant that communication was key, and ensured positive relationship building for all stakeholders.
 - 4) Sainsbury's stated that they were impressed by the College, and that the course was designed specifically to Sainsbury's needs.
 - 5) Sainsbury's stated that working with the Council was a benefit to the recruitment, and support required for such a big build.
- 3.12 Working with the Local Residents Group, RAGE (Residents Action Group Egerton) officers developed the section 106 with Sainsbury's to ensure that there were employment opportunities for local people and it was written within the planning agreement for local retail employment opportunities.
- 3.13 In regards to Employment outcomes, we have had 41 total retail outcomes through the partnership approach, totalling 24.5% of their total employment figure.

4.0 POLICY AND CORPORATE IMPLICATIONS

- 4.1 No further policy or corporate implications within this report

5.0 FINANCIAL AND OTHER RESOURCE IMPLICATIONS

- 5.1 No direct implications related to the recommendations have been identified.

6.0 LEGAL IMPLICATIONS/POWERS

- 6.1 No Legal Implications/ Powers have been identified.

7.0 COMMUNITY SAFETY

- 7.1 No direct link to reduction in community safety, however with a number employed, this could potentially have an impact on those in an out of work benefit who may be causing ASB.

8.0 EQUALITIES

8.1 An Equalities Impact Assessment has not been completed for this project, however, members are asked to note that the targeted approach and customer insight analysis evaluates the project and its impact on a wider group than just those identified as protected characteristic groups.

9.0 RISKS

9.1 Risks associated with the Sainsbury's Project.

Probability				
↓				
Very High A				
High B				
Significant C				
Low D			1, 2	
Very Low E			3	
Almost Impossible F				
	IV Negligible	III Marginal	II Critical	I Catastrophic

Risk No.	Description
1	The actions identified do not tackle the Anti- Poverty issues.
2	Number of households in Poverty increase
3	Partner support for actions is not forthcoming

10.0 CLIMATE CHANGE

10.1 No impact on climate change.

11.0 CONSULTATION

11.1 The project was developed with intensive community consultation.

12.0 WARDS AFFECTED

12.1 Egerton Ward has the most direct impact, however, potentially all wards are affected.

Contact Officer Gemma Sanders

Date: 15 October 2013

Appendices : A-Sainsbury's Evaluation Report

Background
Papers: None

Reference : X : Committees\REEA/2013.14/301013/HR- Sainsbury Report