



Leicester
City Council

AREAS AFFECTED: Lower Super Output Areas (LSOA's)

**Economic Development and Planning Scrutiny
Committee**

8th February 2007

Job Service Partnership (JSP)

Report of the Service Director, Regeneration, Highways and Transportation

1 Purpose of Report

To provide an update on the report that went to the Economic Development and Planning Scrutiny Committee (19th October 2006) on the Job Service Partnership and to highlight progress made with the Council's corporate and departmental HR services.

2 Background

2.1 The Job Service Partnership (JSP) is an NRF funded project, established in February 2005 and supported by Leicester Partnership. The project's objective is to increase the employment rate amongst disadvantaged groups living in the city's most deprived areas. The JSP operates a Job Interview Guarantee Scheme (JIGS) to which 58 employers city-wide (including Leicester City Council) have signed up.

2.2 A previous report to this committee in October 2006 outlined the project's significant achievements to date in terms of numbers of clients supported into sustainable employment. The report also detailed the progress made in discussions between JSP and the Council's corporate and departmental HR departments. The lack of progress in this area had previously been identified as a barrier to effective implementation of work experience placements and the full implementation of JIGS.

3 Update

3.1 A clear line of communications has now been established between the JSP and corporate HR, with the latter having identified a lead officer who has demonstrated determination in her attempts to engage the organisation with the JSP and to progress the action points reported to this committee in October 2006.

3.2 Progress has been made with the action points and this is summarised below:

- A JSP briefing sheet for Managers has been widely distributed; however line managers and departmental HR personnel still appear ill-informed about JSP and the agreements in place relating to the JIGS.
- The advertising list taken to the redeployment board is sent weekly to the JSP;
- A JSP briefing will be included in the Council's Recruitment & Selection training course;

- A three month work experience placement scheme is being planned to run 1st March to 31st May 2007.

Currently three work areas (Parks & Green Spaces, Temporary Staffing Agency (TSA) and Markets) have indicated a willingness to participate in this pilot scheme and it is hoped that further interest will be generated by promoting the scheme through posters and the intranet. The legal, health & safety and insurance/indemnity aspects of the placement agreements are being checked by the Council's relevant departments. Corporate HR hopes to confirm shortly that we can proceed with the promotion of the pilot scheme which will be monitored and its outcomes evaluated.

3.3 Apart from TSA, line managers are not routinely providing completed feedback forms in respect of JSP clients. These have to be constantly chased with departmental HR teams and can often take months to come through, if at all.

4 Conclusions

4.1 Progress, although slower than hoped for, is now evident and provides a base on which to build.

4.2 Evaluation of the work experience pilot scheme will provide useful examples about good practice and other learning points that can inform future similar initiatives in the Council.

4.3 Although the JSP is now making progress with the Council, particularly in respect of work experience placements, work remains to address perceived Equal Opportunities issues and secure full implementation of the JIGS.

5 Recommendations

5.1 Members are asked to note the report and the progress made. They are further asked to continue to support the JSP in its efforts to secure HR agreement to full implementation of the JIGS.

6 Financial & Legal Implications

Financial Implications

6.1 None immediately. Further work will be required to calculate the savings to the Council in recruitment costs following the full implementation of JIGS.

Legal Implications

6.2 Legal advice about full operation of the JSP's Job Interview Guarantee Scheme confirms that it presents no conflict with the Council's Equal Opportunities policy.

7 Risk Assessment Matrix

	Risk	Likelihood L/M/H	Severity impact L/M/H	Control actions (if necessary/appropriate)
1	Delay in implementing required actions	M	H	Regular follow-up with corporate HR. Further reports to Scrutiny.

2	Actions, when implemented, do not result in improved outcomes	L	H	Proposals have been drawn up following consultation between JSP and corporate HR and are based on interventions that have proved successful in other local authorities.
3	Corporate HR review creates a lack of capacity to take forward the work	M	H	Members are asked to refer a copy of this report to REOPPS so that its implications can be taken into account alongside other issues.

8 Consultees
 Rebecca Jenkyn, CC Legal
 Paresh Radia, LCC Finance
 Joanne White, LCC Corporate HR

Date consulted
 January 2006
 December 2005
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9 Report Author
 Marilyn Turner
 Team Manager, JSP
 Ext: 285 1704
 Marilyn.turner@leicester.gov.uk