

Cabinet
Council

18th February 2020
25th February 2020

Name of Cabinet Member:

Cabinet Member for Education and Skills - Councillor K Maton

Director Approving Submission of the report:

Deputy Chief Executive (People)

Ward(s) affected:

All

Title:

European Social Fund 2014-2020 – European Structural & Investment Funds (ESIF) – Coventry ESF Second Round Applications

Is this a key decision?

Yes - the proposed activity has the potential to affect all wards within the City and expenditure is in excess of £1m

Executive Summary:

The 2014-2020 European Structural Investment Fund (ESIF) Programme was launched in March 2015. The ESIF Programme will now run until 2023 in the UK. A cabinet report was approved on 26 November 2015 for successful projects from the first round of funding under the programme. In that report it was noted that further rounds of funding would be available and that the Council would seek to apply in those rounds. This report seeks approval for those applications that have been submitted under a new second round.

The Council has a strong track record in securing European funds in recent years and has secured in excess of £65m from the European Structural Funds since 2007.

However, the current EU funded employability support Programmes are due to come to an end following an agreed extension (until 31 March 2020 for the Priority 1.1, 1.2 and 1.4 programmes and 31 December 2020 for the Priority 1.3 programme). The Employment and Skills Service has therefore submitted bids for Phase 2 programmes which will run from 1 April 2020, or on a date to be agreed as soon as Funding Agreements have been issued, until 31 December 2023. Across all the bids the amount of ESF Grant being bid for in the Phase 2 round is £11.38m.

The further Council led applications have been submitted in the new programme under the Active Inclusion (Priority 1.1), Access to Employment (Priority 1.4), Sustainable Integration of Young People (Priority 1.2) themes and under the Youth Employment Initiative (Priority 1.3). The total value of all of these applications (Grant plus Match Funding from the City Council and delivery

partners) is £20.56m with nearly 55% of these costs being made available from the ESIF grants to support those applications.

The Council has already taken a leadership role by bringing partners together from across the Coventry & Warwickshire LEP area to develop projects and programmes that will lead to improved employment prospects across the City and the sub region. The Council has an outstanding track record of securing, managing and delivering EU-funded employability support programmes.

This report provides information on each of the new bids and requests Members' approval for the Council to act as accountable body guarantor and delivery partner for these funding programmes.

Recommendations:

Cabinet is asked to:

1. Note the success of European Funding via ESIF in delivering the City's economic aspirations and continue to support the Council bidding for European Funds that are still available via the ESIF programme and which will support the objectives of the Economic Growth & Prosperity Strategy 2018 - 2022.
2. Recommend that Council:
 - I. Approve (if successful) the drawdown of the ESF grant funding, totalling up to £11.38m from ESIF to be utilised in delivering the City's priorities as set out in this report.
 - II. Delegate authority to the Deputy Chief Executive (People) in consultation with the Director of Finance and Corporate Services and the City Solicitor to negotiate final terms and approve entry into:
 - (a) the grant funding agreement to secure the ESIF funding with the City Council acting as the Accountable Body for the funding; and
 - (b) back to back funding agreement with such delivery partners as is deemed necessary to deliver the City's priorities as set out in this report.

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List of Appendices included:

None

Background papers:

None

Other useful documents:

[Economic Growth and Prosperity Strategy 2018-2022](#)

[West Midlands Local Industrial Strategy 2019](#)

[Coventry & Warwickshire LEP Area ESIF Strategy](#)

[European Structural Investment Fund \(ESIF\) Funding Applications for Approval 2016](#)

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

Yes – 25th February 2020

Report title: European Social Fund 2014-23 – Coventry City Council Second Round Applications

1. Context (or background)

1.1. In 2014, applications opened for the new programme of European Structural and Investment Funds (ESIF). The programme has now been extended with a new round and will run until December 2023. In the first round, funding for projects running from January 2016 to December 2019 were made available (Phase 1). Following national delays with contracting, these programmes have been extended to 31 March 2020.

1.2. ESIF includes both the European Regional Development Fund (ERDF) and the European Social Fund (ESF). ERDF is designed to fund economic development projects, while ESF provides support to help people find sustainable employment.

1.3. An Enviably Track Record

1.3.1. The Council already manages and delivers a number of highly successful programmes to help local residents where they need additional support to access local jobs. The City Council has been responsible for managing well over £65m of EU funding since 2007 alone. A range of current ESF Phase 1 programmes, managed by the Employment and Skills Service and delivered by the City Council and a delivery consortium have been operating since January 2016. These Programmes have delivered high quality support to help disadvantaged and disengaged Coventry residents to move toward and into sustainable education, training activities and consequently toward and into sustainable jobs.

1.3.2. Residents assisted include people who are Black and Minority Ethnic Origin (BAME) (35% of total participants assisted), women (49%), young people age 15-24 who are not engaged in education, employment or training (NEET) (or are at risk of becoming NEET) (61%), people with disabilities (33%), people who are lone parents (8%). Support services have been based at the high profile Council managed Job Shop in Bull Yard in Coventry City Centre. This facility has become nationally renowned and offers an innovative physical hub from which the 'spoke' support activities right across Coventry have been coordinated and delivered. Activities have been delivered by a wide range of local delivery partners chosen for their track records of successful delivery and their specialist skills in supporting the most disadvantaged local residents to overcome often complex and multiple barriers to labour market participation.

1.3.3. Across these existing Phase 1 programmes the Council Employment & Skills Service has managed £11.1m of ESF funds, with a total of £6.7m received in ESF grant. Up to 30th September 2019, these budgets have delivered:

- 4,505 participating Coventry residents, with multiple and enduring barriers to labour market participation, who were either unemployed or inactive when initially registered on programmes.
- 869 participants directly assisted to get a job.
- 105 participants directly assisted into an apprenticeship.
- 372 participants directly assisted into education or vocational training courses.
- 1,346 participants achieved one or more positive outcomes as a direct result of programme intervention.
- Ongoing work is continuing with this caseload. It is anticipated a significant increase in positive outcomes will be achieved once the relevant support has been completed and the detailed evidence required by Department of Work and Pensions (DWP), who manage the ESF funds, has been collated and submitted. Activities on the Ambition

Programme are scheduled to continue until December 31, 2020 and activities on Exceed, ConnectMe and Routes to Ambition are scheduled to continue until March 31, 2020.

1.4. **Phase 2 Programme**

- 1.4.1. Further calls for applications were announced between January and August 2019 under the priority axis of Skills for Growth and Inclusive Labour Markets. Projects can run from April 2020, or on a date to be agreed as soon as Funding Agreements have been issued.
- 1.4.2. All Phase 2 programmes must be completed by the 31st December 2023 with final claims expected no later than February 2024.
- 1.4.3. Coventry City Council has submitted bids for ESF Phase 2 for the current Programmes under the Access to Employment for Job Seekers and Inactive People, Inclusive Labour Markets, Sustainable Integration of Young People into the Labour Market and Active Inclusion Investment Priorities. This report provides information on each of these bids and requests Members' approval for the Council to act as accountable body for these funding programmes.
- 1.4.4. There is EU and Government commitment to continue to fund these programmes of activity to their closure in December 2023, as detailed below:

The Head of the European Social Fund Division at the Department for Work and Pensions (DWP) has recently written to all ESF Grant recipients to confirm that the Government has decided to step down preparations for leaving the EU without a deal and therefore 'no deal' preparations for the ESF Programme are also stood down. As a result, the Programme will continue under the existing rules and guidance until its closure.

Under the terms of the Withdrawal Agreement, the UK will continue to participate in EU annual budgets funded under the current Multiannual Financial Framework (2014-2020 MFF). The UK will continue to make its contribution and get receipts from current EU programmes under the normal rules. This includes all European Structural and Investment Funds (ESIFs), including the ESF Programme. As a result, even after the end of the implementation period, the ESIF programmes under the current MFF will continue to receive funding via the usual processes for their lifetime.

This means that:

- ESF grant recipients should continue to deliver activities and submit claims to the ESF Managing Authority in line with their ESF Funding Agreement.
- Applications for ESF will be progressed as usual. This applies to either existing applications or bids for funds made via the ESF Reserve Fund.

2. **Options considered and recommended proposal**

- 2.1. The first option could have been to decline the opportunity to apply for ESIF funding. This was quickly discounted because the Council has an excellent track record of using European funding to run successful projects to help local residents gain access to local jobs. ESIF is the primary source of employability support funding currently available to support people into jobs, and job focused learning and training.

2.2. If Cabinet do not approve this report then we would miss out on funding earmarked for the applications listed in the section below. Funding of £20.56m for employment and skills support would be lost.

2.3. An alternative option was to seek to join ESIF bids as a delivery partner rather than as lead bidder. This approach could provide some benefits in terms of reduced financial risk and programme management costs whilst still making EU funding available for some of the Council's activities. However, as a City there is not another appropriate partner with the track record, financial capacity, local knowledge and network presence to effectively manage a large diverse portfolio of specialist programmes like the one we are proposing. Other organisations also had the opportunity to form partnerships and directly bid for the funds, however, they were unable to take up that opportunity. Therefore, this option has been discounted.

2.4. The recommended option is for the Council to act as lead applicant for ESIF projects, and to act as accountable body for this funding programme with grant agreements in place with partners as described in sections 4 & 5 below. This maximises the EU grant available. This also allows the Council to take a leadership role, working with key partners, in how ESIF projects are delivered. As previously mentioned, the Council has an excellent track record of managing grants of this type using them to help people into jobs and promote economic growth for Coventry. These bids will allow this work to continue in the new projects/programmes.

2.5. **Summary of Bids**

2.5.1. The Council Employment & Skills Service is bidding for £20.56m of funding for Coventry (£11.38m Grant) in the Calls for Phase 2 of ESIF funding.

2.5.2. The bids have been submitted to the DWP for ESF. Full applications have been completed. The figures quoted below and elsewhere in this report may vary during the final negotiation process.

2.5.3. **Succeed**

2.5.3.1. Succeed will provide barrier breaking support to improve the employability of long-term unemployed people. This by providing focused specialist employability support to address gaps in basic skills needs and specific customised support.

2.5.3.2. Succeed will marshal the expertise of 5 delivery partners to:

- Tackle barriers to work in a holistic and integrated way: including the engagement and provision of integrated support for financial inclusion, employment and basic skills;
- Providing additional and/or more intensive and flexible support as needed;
- Improve the integration of disabled people into employment, education and training;
- Target specific groups of local residents including Black and Minority Ethnic (BAME) people and women;
- Deliver programmes of motivation and confidence building and specialist support around physical and mental health, substance misuse, dealing with criminal convictions, caring responsibilities, financial inclusion, IT, numeracy, literacy, ESOL, raising awareness of the world of work, employer expectations, volunteer placements and employer visits.
- Deliver vocationally focused skills provision so participants can better 'compete in the local labour market and adapt to changes in the economy'.

2.5.3.3. The Council will act as accountable body for the project value of £4.82m - ESIF grant value of £2.40m (50%). The project will be delivered over a 3 year period and it is anticipated that the project will support 1,390 females and 1,410 males with particular emphasis on Black and Minority Ethnic groups (19% of participants), those aged over 50 (21%) and people with ill health or disability (25%).

2.5.3.4. Result indicators for the project are listed below.

Unemployed and Inactive Coventry residents Supported	People into Employment (Unemployed & Inactive) on leaving the programme	People into Employment (Unemployed & Inactive) six months after leaving the programme	People age > 50 supported	People with disabilities supported	ESIF Grant
2,800	723	619	588	701	£2,409,976

2.5.4. Routes2

2.5.4.1. Routes2 will support 1,605 young people age 15-24 with multiple barriers to move into participation in employment, education and training. Particular emphasis will be given to those in Year 11 and struggling to achieve at school and those who are newly NEET or at risk of becoming so.

2.5.4.2. Routes2 will further enhance the offer from the current 'Routes to Ambition' Programme.

2.5.4.3. The 7 specialist partners will offer extensive local knowledge, established networks and in-depth understanding of the needs of disadvantaged young people in Coventry.

2.5.4.4. Additional support will subsequently include:

- Creative engagement and mentoring – Finding new and innovative ways to attract and engage young people to the wide range of services on offer and guiding and supporting to raise their aspirations and enable them to realise their potential.
- Support for newly arrived teenagers and young adults who struggle to integrate into the educational system and thus become disassociated from the world of training and work.
- Additional support for BAME cohorts; support for migrants.
- Money Advice – to enable participants to understand the financial long-term advantages of employment, and to be able to manage their own finances independently.

2.5.4.5. Cohorts to be supported will also include care leavers, lone parents, offenders and those with learning disabilities/ difficulties, as well as those facing financial exclusion, lack of basic skills in Maths, English and IT and those lacking motivation and confidence.

2.5.4.6. The Council will act as accountable body for the project value of £2.85m - ESIF grant value of £1.42m (50%). The project will be delivered over a 3 year period and it is anticipated that the project will support 786 females and 819 males.

2.5.4.7. Result indicators for the project are listed below.

Unemployed and Inactive People Supported	People into Employment (Unemployed & Inactive) on leaving the programme	People into Employment (Unemployed & Inactive) six months after leaving the programme	People age < 24 supported	Participants gaining new basic skills	ESIF Grant
1,605	973	546	1,605	121	£1,424,067

2.5.5. Ambition2

2.5.5.1. The Ambition2 programme will deliver new, high quality services to support 2,500 young people aged 16-29 who are either not in employment education or training (NEET), or are at risk of becoming so, into jobs, education and learning. The programme will address the support needs of young people with multiple barriers to participation in employment, education and training.

2.5.5.2. The Employment & Skills Service have established a new extended consortium of 8 specialist third sector, private and statutory providers who all have substantial delivery expertise and in-depth knowledge of the needs of young people in Coventry. The partners offer is based on extensive local knowledge, established networks and in-depth understanding of the needs of these specific cohorts in Coventry. The 'Ambition' branding therefore will remain so that customers are able to associate with the new programme. In response to this call the Employment and Skills service (ESS) will significantly enhance the current offer.

2.5.5.3. The Council will act as accountable body for the project value of £6.63m - ESIF grant value of £4.41m (66.6%). The project will be delivered over a 3 year period and it is anticipated that the project will support 1,250 females and 1,250 males.

2.5.5.4. Result indicators for the project are listed below.

Unemployed and Inactive People Supported	People into Employment, Education or Training or gaining a Qualification (Unemployed & Inactive) on leaving the programme	People into Employment (Unemployed & Inactive) six months after leaving the programme	People age < 29 supported	Participants in continued education, training programmes leading to a qualification, an apprenticeship or a traineeship six months after leaving	ESIF Grant
2,500	1,103	850	2,500	375	£4,419,690

2.5.6. Connect2

2.5.6.1. Connect2 will focus on those people who are more difficult to support as they experience multiple and complex barriers to getting a sustainable job.

2.5.6.2. Connect2 will provide tailored support to 2,434 unemployed and economically inactive people. Priority groups include people with disabilities, people with mental health difficulties, women, Black and Minority Ethnic (BAME) people and people aged over 50 living in Coventry.

- 2.5.6.3. Specialised provision will be offered through a consortium of 11 experienced organisations at various locations in the city using their own innovative approaches. Each organisation will use their specialist skills to address the often unique and complex barriers which deter and prevent specific cohorts of long-term unemployed and inactive people from engaging in employment focused programmes. People will benefit from a person-centred approach with an emphasis on providing intensive, flexible and tailored support which meets individual needs.
- 2.5.6.4. Engagement activity will combine proven approaches that partners have previously implemented with new and creative ways of reaching out to people. Specialist programme delivery staff will support with the engagement and recruitment of participants to the project. Staff will work in neighbourhood locations within the priority wards to encourage people to engage with the programme.
- 2.5.6.5. The delivery partners will identify and address particular barriers such as disability, physical and mental health, substance misuse, criminal convictions, care responsibilities, financial exclusion, lack of basic skills in Maths, English and IT, motivation and confidence.
- 2.5.6.6. The Council will act as accountable body for the project value of £6.26m - ESIF grant value of £3.12m (50%). The project will be delivered over a 3 year period and it is anticipated that the project will support 1,205 females and 1,229 males.
- 2.5.6.7. Result indicators for the project are listed below.

Unemployed and Inactive People Supported	Participants in education / training / gaining a qualification or in employment inc self-employment or job search upon leaving	Participants in employment, including self-employment, six months after leaving	Participants with childcare needs receiving childcare support	Participants age >50	ESIF Grant
2,434	845	535	772	513	£3,128,709

2.5.6.8. Table 1 – Summary of CCC Led Bids

Program me	Coventry Residents Supported	Coventry residents in employment/ education/ training upon leaving	Coventry residents in employment/ education/ training six months after leaving	ESIF Grant
Succeed	2,800	723	619	£2,409,976
Routes2	1,605	973	546	£1,424,067
Ambition2	2,500	1,103	1,225	£4,419,690
Connect2	2,434	845	535	£3,128,709
Total	9,339	3,644	2925	£11,382,442

3. Results of consultation undertaken

- 3.1. The ESIF bids have been developed a consortium created and led by the Council Employment & Skills Service. These partnerships bring together a broad representation of organisations working on employability support activities in Coventry. This includes public, private and third sector organisations. Partners involved in the development of the various ESIF applications are:
- Coventry City Council – Employment & Skills Service (including Adult Education Service)
 - Coventry City Council – Work Related Learning Service
 - Coventry City Council – Internally Provided Disability Service
 - PET-Xi Ltd
 - Working Actively to Change Hillfields Ltd (WATCH)
 - Coventry University Group
 - Coventry University – (Disruptive Media Lab)
 - CU Social Enterprise CIC
 - Foleshill Womens' Training
 - Rethink Mental Illness
 - Coventry Refugee and Migrant Centre
 - NewStart4u CIC
 - Life Path Trust Ltd
 - Coventry and Warwickshire Chamber Training
 - The Princes Trust
 - Prospects Ltd
- 3.2. Each of these partners have had the opportunity to influence the ESIF bid in the relevant themes, allowing the views of a wide range of people and businesses from Coventry to be considered in the project design.
- 3.3. The ESIF bids deliver against Coventry & Warwickshire's Strategic Economic Plan (SEP), which underwent a significant consultation process. They will also deliver against the Coventry & Warwickshire's ESIF Strategy, which again was developed after extensive consultation.

4. Timetable for implementing this decision

- 4.1. Should the ESIF bids be successful, the DWP (Managing Authority) will issue Funding Agreements which will allow the Programmes to start on April 1st, 2020 or on a date to be agreed as soon as Funding Agreements have been issued. Once this is confirmed, each delivery partner will be given a Grant Aid Agreement that sets out their contribution to project in terms of match funding and outputs and sets out how much ESIF funding will be available to them.
- 4.2. The Programmes will run until December 2023. While in previous EU funding programmes, the Council has successfully negotiated extensions of both time and funding on numerous occasions, this will be end of ESF funding. All ESF project delivery has to end by 31/12/2023.
- 4.3. For Connect2, Routes2 and Succeed delivery will end on 31/03/2023 with final claims being submitted by the 30/06/2023. For Ambition2 delivery will end on 31/12/2023 with final claims being submitted by 31/03/24.

5. Comments from Director of Finance and Corporate Services

5.1. Financial implications

The Council is proposing to be the accountable body for each of the four Second Round ESIF 2014-20 programmes as specified in the report, totalling £20.56m costs (£11.38m ESF grant) if approved. Whilst there is some financial risk, there is no immediate implication as a result of being the accountable body. These schemes will bring significant economic benefit to the city. Grant risk is discussed further in Section 6.2.

The ESIF applications in this round will provide a total of up to £5.74m in grant funding towards the Council's costs between April 2020 and December 2023.

Table 2 (below) illustrates that the total match funding provided by the Council for salaries and associated overheads is £4.65m for Phase 2 applications. This reflects current revenue budgetary provision for the 3 year grant programme period. In addition, Delivery Partners will be providing £4.53m in match funding over the same period.

All programme funding is revenue. The Employment and Skills Service Programme Management Team will monitor this to ensure grant is fully maximised where possible.

Table 2 – Summary of Financial Profiles for Each Application (£m)

	ESIF Grant	CCC Match	Delivery Partner Match	Total
Succeed	£2,409,976	£1,224,610	£1,185,366	£4,819,952
Routes2	£1,424,067	£837,798	£586,269	£2,848,134
Ambition2	£4,419,690	£1,095,291	£1,115,217	£6,630,198
Connect2	£3,128,709	£1,488,279	£1,640,431	£6,257,419
Total	£11,382,442	£4,645,978	£4,527,283	£20,555,703

If grant is successfully awarded, this commits Coventry City Council as accountable body to identify match funding for the duration of the project. Council match, which is already secured as part of the Council's commitment to the Economic Growth and Prosperity Strategy, is required at varying levels for the individual projects depending on the type of activity being funded, the source of funding, and the contributions from delivery partners. Should the level of available CCC match funding change for any reason, it will be necessary to find alternative match within the programmes in order to maintain the level of ESIF grant that has been requested.

5.2. Legal implications

If approved, the Council will act as the accountable body for the ESIF projects on the terms of the EU and DWP requirements. The Council will be issued with a grant offer containing terms and conditions. The terms and conditions will be devolved to any partners within the various programmes. These will ensure appropriate conditions and obligations which are imposed upon the Council are passed to the grant recipients who receive the funding for delivering projects. The Council has power to act as guarantor under Section 1 of the Localism Act 2011.

6. Other implications

6.1. How will this contribute to the Council Plan (www.coventry.gov.uk/councilplan/)?

At its highest level the ESIF strategy delivers part of the Coventry & Warwickshire Local Enterprise Partnership's Strategic Economic Plan.

The ESIF projects proposed here will all contribute to the Council's Plan aim to make 'sure that residents share in the benefits' helping local people into jobs through improving employability through access to skills and qualifications and by creating routes into work, including apprenticeship, placement and new job opportunities.

The ESIF projects will also make a significant contribution towards delivering the outcomes of the Council's Economic Growth and Prosperity Strategy and the West Midlands Industrial Strategy, by tackling skills deficiencies, creating opportunities and pathways for unemployed and inactive people to be supported into work. Proposed activity will also support 'connecting our poorest communities' economic growth' by 'removing or managing barriers to work' for the most vulnerable Coventry residents.

The Succeed project will engage and address the needs of Coventry's most vulnerable communities by developing supported pathways into education, training and employment.

The Connect2 project will engage and address the needs of Coventry's most vulnerable communities by developing supported pathways into education, training and employment.

The Ambition2 and Routes2 projects will positively impact on the pre-NEETS and NEETS figures in the city by working with the Work Related Learning Service and delivery partners to develop supported pathways into education, training and employment for young people who are NEET or at risk of becoming NEET.

Overall the ESIF projects aim to make a strong contribution to the Council's aims to promote the growth of a sustainable Coventry economy in which all residents and businesses can benefit.

6.2. How is risk being managed?

The Council will act as the accountable body for a total £20.56m of ESIF funding in this second round of Programmes and will be responsible for ensuring that the funding is spent in compliance with the programme's regulations. This will include ensuring that partners use their grant correctly.

Managing these complex programmes with several partners does present some risk, but the Council has a good track record for maintaining and achieving significant financial controls and well established procedures for handling public funds and these will be applied to the ESIF projects in order to ensure that the best possible value is achieved for the EU's investment in the schemes. Risk will be managed using the following approach:

Grant Aid Agreements will be issued to partners which will pass on the risk of any funding claw back to partners in the event of non-compliance on their part.

Each project will establish an Operational Group of management-level representatives from each of the delivery partners. These groups will be chaired by Council officers and will manage risk by ensuring that partners are on course to achieve their output targets and are keeping records correctly etc.

In addition, **each project will be overseen by a single Strategic Board** chaired by the appropriate senior manager from the Council to ensure that risk is managed across all Programmes.

The Council's **Employment & Skills Service will be the specialist service delivering the employment, skills and business support services** from within the Council. With an enviable track record in delivery the service is highly competent in dealing with European Funds. The team has significant knowledge in this area and has experience of delivering and managing complex, multi-partner European Social Fund projects.

The accountable body function will be completed by the Council's Employment & Skills Service within the People Directorate. This is **a specialist function which is responsible for managing large employability support funding contracts**. The team has a great deal of experience in this area and has managed defrayal of ESIF funds worth £11.1m since 2016 and is highly regarded by the Government's DWP Team. The **Employment & Skills Service will be the specialist service delivering the employability support services** from within the Council. With an enviable track record in delivery, both these service areas are highly competent in dealing with EU Funds.

The Council's **External Funding and Business Growth Team** will provide technical assistance to the various ESIF projects. This is a specialist function which is responsible for managing large economic development funding contracts. The team has a great deal of experience in this area and is currently managing funds worth £100m+ and is highly regarded by the Government's Local Growth Team.

6.3. **What is the impact on the organisation?**

HR Implications

To ensure successful delivery of these large projects and the Council's ability to provide an adequate accountable body function, additional staff resources will be required. Some staff are already in place for the existing externally-funded projects. All new staff will be recruited on a temporary fixed term contract basis.

6.4. **Equalities / EIA**

The ESIF projects are likely to have a positive equalities impact. Many of the interventions are designed to assist people from groups which may otherwise struggle to access support. For example, each programme will run customised services designed to help Black and Minority Ethnic people, young people, lone parents, newly arrived refugees and migrants, people who are disabled and people with long term health conditions to access jobs and employability focused learning and training opportunities.

6.5. **Implications for (or impact on) climate change and the environment**

The projects will have a positive environmental impact. Each project bid has included a full Environmental Sustainable Development Policy and Plan. This includes specific actions. It will be required that the Programme Management Teams, delivery partners

and all programme staff deliver on these. The Programme Management Teams and Management staff within the Employment and Skills Service will also maximise efforts to ensure that each programme minimises any negative environmental impacts. Actions will include, raising awareness of sustainability among staff and participants, minimising waste and increasing recycling, reducing energy use, reducing travel and promoting sustainable travel options, for example by encouraging project staff to use public transport and keep electronic records where possible.

6.6. **Implications for partner organisations?**

Securing this ESIF funding will allow the Council to part-fund the activities of a large number of important partner organisations working in employability support. Funding will be passed on to partner organisations through these programmes, giving them focused funding for a three-year period to deliver significant and aligned outcomes for residents in Coventry.

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