

MEETING: RE:VISION NORTH LIMITED BOARD

ITEM 7: END OF YEAR SUMMARY REPORT

REPORT FOR INFORMATION

Date:	16 th May 2017
Report of:	Fiona Sharp, Re:vision Operations Director 07747 615 343 Fiona.sharp@procure-plus.com
Title:	Re:vision year end summary report for 2016/17
Purpose of report:	This information report is provided to support the Board <ul style="list-style-type: none">• Understand the delivery outputs of Re:vision in 2016/17

1. Summary

1.1. The key achievements within financial year 2016/17 for Re:vision are:

- Exceeding all 2016/17 KPIs
- Implementing a robust quality measurement mechanism for new organisations being grant funded by Re:vision based on a model for Tier 1 or Tier 2 with the implementation in 17.18 of a third tier for established LEGs
- Adopting a commissioning model for all grants being given to LEG's within 16.17
- Influencing and improving the quality of delivery by partner LEGs by providing direct support for employer engagement and grant claims
- Building a partnership network for LEGs that has led to cross organisational working and learning
- Developing relationships with large local employers including G4S and Tyco
- Focusing on supplier relationships and maximising the employment opportunities within the supply chain
- Supporting OSCO in their development of a workforce largely made up of ex-offenders through successful recruitment and mentoring
- Developing a strategy for Re:vision in relation to the implementation of the new Apprenticeship Levy
- Supporting the Women on The Tools (WotT) organisation

2. Commentary

2.1. The KPI's for Re:vision have all been exceeded this year:

- 420 people supported in to employment, against a target of 360
- 78%¹ recruitment from priority group 1 against a target of 65%
- 93%² recruitment from priority group 1 or 2 against a target of 90%
- 57% recruitment from those living in social housing
- 86% of those supported remain in employment for at least six months/achieve a qualification, against a target of 80%

2.2. A total of 420 people have been supported into employment as a result of Re:vision activity this year. The support provided remains both financial and practical including the provision of toolkits, in-work support and mentoring and grant payments to Local Employment Groups. In 2016 / 17 the 28 bids that were approved were valued at £728,240.

¹ Long term unemployed, Non white British, Ex-offenders, NEET, people into non traditional roles

² Social Housing residents, Military leavers, care leavers, Homeless, 50+, disabled

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- 2.3. Re:vision had developed a two tier model for all grants awarded. In practice this means that new organisations are paid for early interventions on production of evidence of the work they are doing and the quality of that work, plus the delivery of employment outcomes. This allows Re:vision to monitor the quality of service delivery, and gives new projects some initial funding relatively quickly. Assuming there is successful delivery of this initial programme (in terms of quality and numbers) organisations receiving their second round of funding are paid for employment outcomes only on a 50% day 1 / 50% week 26 basis. Overall the values paid to both will be similar, but in Tier 1 this is broken down into different elements, but these early intervention elements do not exceed 50% of the total value of funds allocated to a project. Alongside this model sit ad-hoc site quality inspections where the full range of services being delivered leading up to an employment outcome, are examined to look at the quality of service candidates receive. In 16.17, following consultation, a third tier has been added to the model to support existing LEGs to build additional capacity. This gives a maximum of 50% of the grant awarded at the start of the year to allow the LEG to build or sustain the capacity for employment support delivery. This may be either recruiting additional staff, extending the hours of already employed staff, or sustaining those where jobs may have been at risk. Although the payment per outcome in these cases is lower, the total amount paid out for the number of outcomes achieved within the project considering the up-front monies remains static.

Example:

Yes	15/16	16/17
<i>Community contribution (up front monies)</i>	0	49,000
<i>Employment – day 1</i>	50 x £1,000	50 x £510
<i>Employment – week 26</i>	50 x £1,000	50 x £510
<i>Total</i>	50 outcomes £100,000	50 outcomes £100,000

- 2.4. In line with the Re:vision strategy grant awards in 2016/17 have been made on a “commissioned” basis. The first commissioned awards were agreed at the February 16 Re:vision board, with the remainder agreed throughout the year. These are now regularly for a 12 month period, giving the delivery partners a degree of certainty and allowing continuity of service for candidates seeking help.
- 2.5. The information being gathered from LEG’s continues to be monitored by the type and quality of employment being secured and the types of candidates that they each work with in terms of priority groups. Over 72% of all positions being supported by the LEGs and funded by Re:vision are full time³, with the balance being part time and reflecting the personal circumstances of candidates’ needs.
- 2.6. The recruitment this year of both the employment engagement officer and employability officer have supported 3 LEGS in their delivery of employment outcomes. The employment engagement officer worked in partnership with Yes Manchester and Bolton at Home (employment support service). This has allowed Re:vision to demonstrate the value of employer engagement and how this can significantly increase the quality and type of vacancies available for candidates. As a direct result of this work, YES North Manchester will this year be using Re:vision funding to employ their own business development and support officer to continue this work. The employability officer has worked with Steps to Success in Bury and ensured they were able to double the employment outcomes (of the right type and quality) that could be claimed through Re:vision.
- 2.7. Through the work of Re:vision’s Business Development Manager and employment engagement officer a number of new partnerships have been opened up this year with major employers. Re:vision has built relationships with North Manchester hospitals through its partnership with G4S who supply cleaners to medical premises and have successfully worked with Tyco security moving people into customer service / call management rolls.

³ FT is being counted as 30 hours plus as some apprenticeship contracts only show 30 hours to be worked due to time in college.

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- 2.8. Re:vision has built on the PPH supplier network within 16.17 to secure entry level employment opportunities for candidates which has resulted in over 20 opportunities in the last 12 months.
- 2.9. The relationship built last year with IKEA has continued this year with further assessment centres held for LEG candidates who have then successfully been referred to the IKEA talent pool with three currently moved on into employment.
- 2.10. A high proportion (300) of the Re:vision outcomes come from the LEGs and therefore the continued support and capacity building of these organisations is critical to continued Re:vision success. Within this financial year the LEG partnership group has met twice and utilised external speakers (eg PWC on social media presence) to share best practice amongst the LEGs. What has also evolved from this meeting is cross organisational working and peer support. A recent example of this is the Tree of Life (Wythenshawe) who will be a funded organisation within 17.18 and who have worked with both YES and Broughton Trust to learn from their good practice, and developed and enhanced their own employability programme using the shared existing resources of those other LEGs. Re:vision are also utilising their network of contacts to support LEGs in growth and development. Money Penny Foundation (previously funded in Wrexham), are keen to mirror their existing programme but within Liverpool. It was therefore possible to link them with PPH client landlords who organised a meet and greet of interested parties with Money Penny saying afterwards:

a huge thank you again for your introductionThey are a force of nature and organised for us a coffee morning last week where 13 different agencies came and heard our "pitch"... they agreed that our 26 week holistic traineeship was unique and are wholly behind us

- 2.11. Until 16/17 there was an anomaly for LEGs as referring candidates successfully to a framework position did not generate any income for them despite preparing the candidate, whilst securing an alternative employment outcome may have done through a bid agreement. With the cessation of bursary payments to framework contractors for new trainees, it has been possible to implement a "referral" fee for LEGs referring successful candidates to vacancies. This is a one-off payment of £500 and is made after the first 6 weeks sustained in paid work to reflect the fact that the LEG worked with and successfully prepared the candidate for that employment opportunity.
- 2.12. Re:vision worked closely, and was the primary supporter within the PPH group, of PPH's recent submission to gain a 'Queen's Award'. The award applied for was in a new area – supporting social mobility – and highlights the partnership between Re:vision and PPH in using procurement to drive social value activity. PPH group was successful in its application, and the Queen's Award was confirmed in March 2017.
- 2.13. As OSCO has grown in 16.17, and ex-offenders are a key priority group for Re:vision, it has proactively supported OSCO growth by undertaking the positive recruitment and selection of ex offenders to work within the prison factory at Hindley. Re:vision has done this in partnership with the Achieve programme, ensuring that all candidates who are selected to work in the OSCO factory are signed up to the Achieve programme. This support has also included mentoring for OSCO employees with an offending history, whilst both inside Hindley but also on release. Re:vision has also used its network of employers with a keen interest in social value, to secure employment for those released from prison who are unable to work (either by choice or geography) on the OSCO construction site outside the prison factory.
- 2.14. The apprenticeship levy was announced in Oct 2015, to be implemented in April 2017. Re:vision has remained close to local and national SFA (now SEFA), providing advice and guidance to contractors and LEGs where appropriate. SFA opened for the first round of applications to be on the Register of Apprenticeship Training Providers, and Re:vision was among the first group of providers to be approved. This means Re:vision is now able to offer apprenticeship training directly, or alternatively to broker training with other training providers, and receive funding for this via the levy. In addition, Re:vision has begun negotiations with large employers (eg PWC) to assist them in developing a method to utilise their excess levy funds which would support the work of LEGs and the social value ambitions of Re:vision.

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- 2.15. In summer 2016 Women on the Tools (WotT) approached Procure Plus for support in developing a more sustainable operating model for their business. Re:vision has supported PP and WotT, developing an 18 month action plan to support WotT in establishing a sustainable, commercial offer.