

## Maximising Powers to Promote, Influence and Create Local Employment and Skills Opportunities

Report published May 2012

Last update July 2013

	Recommendation	Stage	Complete
5	<p><b>The Director of City Development works in collaboration with the Director of Resources to undertake annual consultation with Stakeholders to be reported back to the Scrutiny Board in July 2013.</b></p>		
	<p><u>March 2014 update</u> The results of the annual consultation are presented in the attached report.</p> <p><u>Director's response (received July 2012)</u> The Directors of City Development and Resources will jointly review the implementation of the policy on an annual basis. The review process will include a review of the evidence base as well as seeking the views of key stakeholders such as the Planning and Developers Forum and a range of contractors and would be reported to the respective services and Scrutiny Board.</p> <p><u>February 2013 update</u> The review process will include a review of the evidence base to include the number of contracts and planning agreements that have included obligations, the employment and skills outputs delivered as well as seeking the views of key stakeholders. The review of the evidence base would identify the number of contracts and planning agreements</p> <ul style="list-style-type: none"> <li>• within the scope of the policy framework</li> <li>• that included obligations</li> <li>• that included obligations that were delivered at 100% of target / between 75 and 99% of target/ between 50% and 75% of target</li> <li>• that included obligations that were not delivered or delivered at less than 50% of target</li> </ul> <p>The above information would be examined to ascertain whether there is any correlation between the type, nature and scale of the contracted activity / development.</p> <p>Stakeholder views will be sought on how the policy framework to secure employment, skills and supply chain benefits is being implemented. This would seek views through survey and discussions on the support and advice provided; compliance with the requirements including the provision of information for monitoring purposes; the benefits secured for their business including meeting corporate social responsibility objectives, up-skilling their workforce, public relations and publicity. It would seek information on any difficulties encountered and the changes or support required to overcome these.</p> <p>The review process will enable service managers to develop recommendations for changes to the policy framework and way in which it is applied. This periodic review would enable the policy to be amended to reflect changing economic circumstances including local and sectoral changes; changes in employment and skills policy and publicly funded provision; and that additional guidance and support is made available to officers, developers and contractors where appropriate. The outcomes of the review will be reported to the relevant services and Scrutiny Board.</p> <p><u>July 2103 update</u>-The review process outlined in the February update will include consultation with key stakeholders that contributed to the development of systems and processes and that have direct experience of delivering within these. The work to undertake the review is currently being planned but is later than originally requested by Scrutiny Board to take account of a full 12 months of activity following the revised policy framework on procurement activity agreed by Executive Board in November 2012. The findings of the annual review will be reported to February 2014 meeting of Scrutiny Board.</p>	<p><b>2</b> <b>(Achieved)</b></p>	

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12	<p><b>That the Director of Development and the Director of Resources collaborate to present a report to the Scrutiny Board in January 2013 on the delivery of opportunities in accordance with an agreed policy, an officer toolkit (with associated training) and robust operational monitoring systems</b></p> <p><b>The Directors of City Development and Resources undertake to produce a report by the agreed deadline detailing the number and type of employment and skills obligations applied and delivered, the use of the toolkit and guidance materials and monitoring systems.</b></p>		
	<p><u>March 2014 update</u> The attached report provides details of the number and type of obligations delivered.</p> <p><u>Director's response (received July 2012)</u> The Directors of City Development and Resources undertake to produce a report by the agreed deadline detailing the number and type of employment and skills obligations applied and delivered, the use of the toolkit and guidance materials and monitoring systems.</p> <p><u>February 2013 update</u> To date employment and skills obligations have been included in 15 S106 Planning Agreements, 6 have been progressed to develop an Employment and Skills plan detailing the delivery of opportunities. 300 people have been supported into jobs and 32 apprenticeships created to date. Further work is required to detail the outputs on the remaining sites as Employment and Skills Plans are developed by the developer and the service. 5 contracts have included obligations and delivered 110 jobs and 91 apprenticeships and a further 4 contract specifications have included employment and skills obligations and are currently being tendered.</p> <p>Given the lead time on development and contracting activity, it is not yet possible to report in detail on outcomes delivered.</p> <p><u>July 2013 update</u> The report on the annual review to be undertaken in November will be presented to the scheduled board in February 2014. This is later than originally planned due to the change in the policy framework required for procurement activity agreed by Executive Board in November 2012.</p>	<p align="center"><b>2 (Achieved)</b></p>	

**References to the Director of Environment and Neighbourhoods have been deleted and replaced with the Director of City Development to reflect the revised delegations for Employment and Skills activity.**