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Economic And Community Benefits through contracting

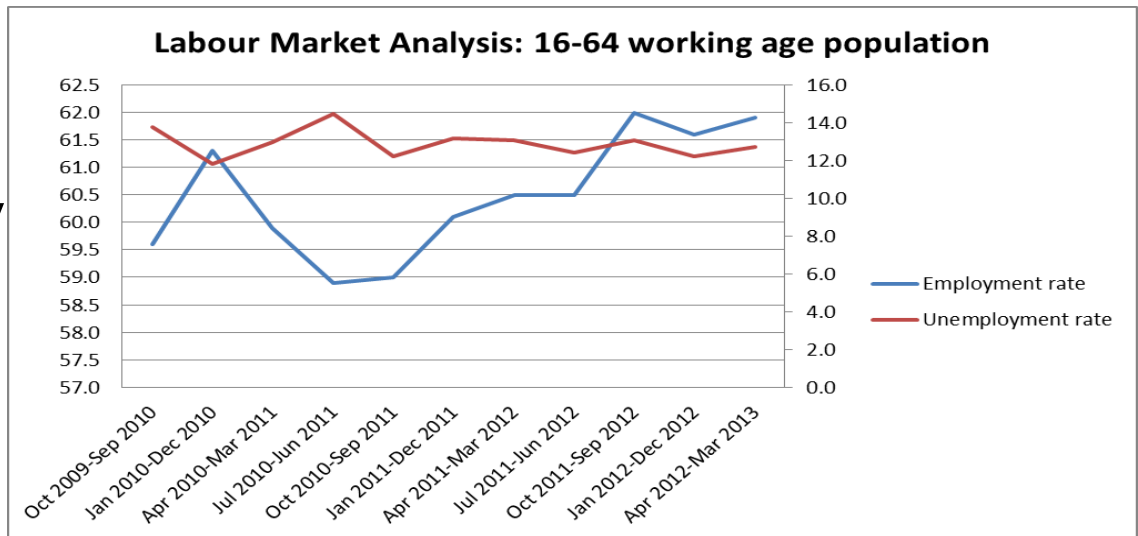
Employment Strategy Objective 5: Capture employment opportunities for Tower Hamlets residents within the Borough and wider London labour market

Andy Scott
Service Head for Economic Development
February 2014

The Economics of Skills and Worklessness

Context of the borough

- The local economy - £6.3bn
- Employment and unemployment – 63.9%,
- Worklessness
- Claimants – 9,500 key
- Skills





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Business need – Demand

Key growth sectors have:

Turnover of staff

Covering periods

Peaks and Troughs

Solutions / Needs:

Suitable Skills

Availability

Ready workforce

Routeway to Work – Supply

Engagement

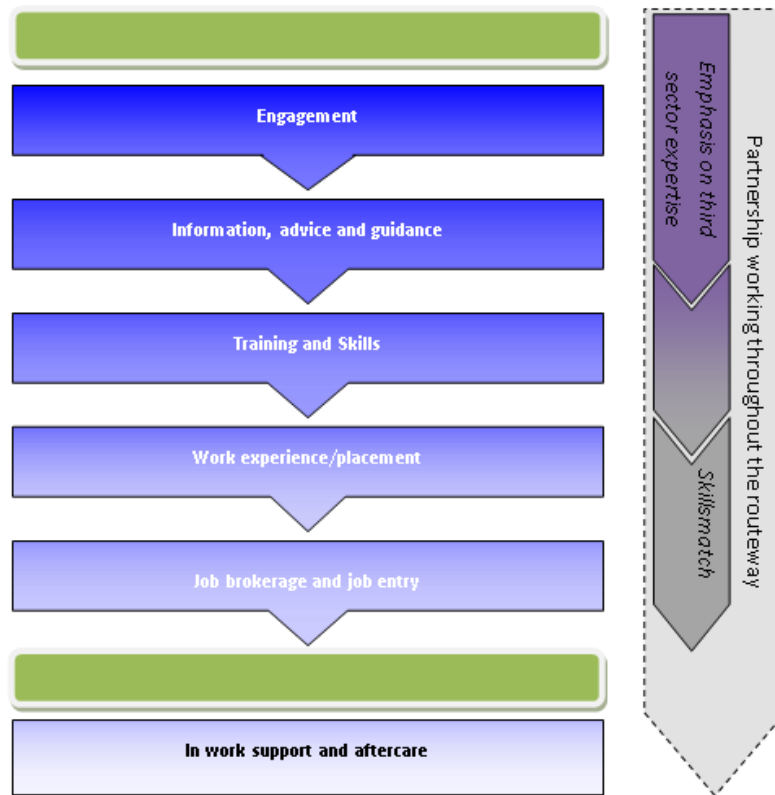
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Skills and training

Work Experience

Job brokerage

In work support





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Procurement policy

Council finances – Savings to be made

Public Sector Act – Embedding benefit in spending

Procurement policy - £450m per year

- To provide value for money
- To support local businesses, especially SME's and alternative providers including the third sector
- To support third sector organisations
- To create local employment and training opportunities
- To promote diversity and equality of opportunity
- To promote fair employment practices
- To promote ethical sourcing, including fair trade products
- To promote environmental sustainability



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What this all means

- Bringing together the Supply to meet the demand
- Working in partnership
- Supporting local residents
- Up-skilling the workforce
- Provision for new workers
- Flexibility for businesses



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The business deal - How this works in process

- Contracting process – tenders
- E & C benefits schedule -Shopping list
- Counts for 5% of the tender marking
- Offers of what you can do to support



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What we want from you

Council "Shopping list"

- **Access to Recruitment**
- **Your training and skills needs**
- **Work Placements**
- **Work experience**
- **Apprenticeships**
- **Willingness to work with disadvantaged groups**
- **Community investment**
- **Other stuff**
- **Procurement monitoring**

“Shopping list “ – How you can help

Core offer

- Advanced warning of skills needs
- Access to recruitments
- Jobs for TH people
- Apprenticeships
- Work Experience for U/E People
- Work experience for schools
- Supply chains
(Where Appropriate)

Additional offers

- Paid training placements
- Graduate internships
- Support jobs fair events
- Support supply-chain events
- Support community groups
- Support specific groups
(Learning difficulties, leaving care, disabilities, etc)



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What we can offer

- **Recruitment support**
- **Training provision**
- **Suitable candidates**
- **Candidate support**
- **Wage subsidies**
- **All the paperwork!**
- **Monitoring Support**



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The advantages & the concerns

Most common myths:

- This adds to the cost of the contract
- People are not suitable – Past experience
- There are special circumstances in our sector - Safeguarding/ H&S
- Our contracts are largely staff and have TUPE requirements

The benefits:

- Next generation of workforce – local to the area of delivery
- Opportunity to identify talent
- Financial incentives
- Prepares your organisation for what's expected in the future
- Demonstrates your commitment



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How this works in Practice - Some recent examples

Decent Homes - £175 million

250 Apprentices, access to recruitment campaigns, Forward knowledge of skills and recruitment needs, Work experience placements in trades and office work, involvement in jobsfairs and supply chain events.

Agilisys ICT - £37 million

Access to recruitments, Skills requirements in advance, 250 Apprenticeships, 1000 free ICT training places for basic ICT for local residents, involvement in jobsfairs and supply chain events.

Consultancy - £950,000

Access to Recruitments, Paid placement for office admin trainee, Unpaid graduate trainee placement, 4 x Work experience placements (2 schools)



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Vision going forward:

”In order to create a TOWER HAMLETS JOBS REVOLUTION we must maximise the local benefits of what we spend and work with partners to support our local residents into jobs“



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Opportunity for all

