

Decision Maker (Post Title)	Head of Programme Management — Regeneration and Economic Development
Subject of the decision	Contract award for Construction Youth Employment and Training Intervention
Date of decision	24 th March 2023
Decision	For the Head of Programme Management – Regeneration and Economic Development to award a contract to Construction Youth Trust for the delivery of construction youth employment and training intervention at a total cost of £60,000. This is in accordance with CSO 8.03
Reasons for the decision	With approved funding from S106 monies, this programme is integral to improving employment and skills outcomes for young people as Construction Youth Trust will engage with young people, employers and other local partners provide a package of transformative multidimensional, integrated and people-centred provisions to support young people (between 11- 24 years old) along their path to sustainable employment in the local regeneration and construction labour market.
Details of any alternative options considered and rejected by the officer when making the decision	Do nothing - If the council were to adopt a do nothing approach it would have a detrimental impact on the Council's ability to maximise opportunities for residents through the Council's investments; deliver youth focused employment and skills outputs through the Council's investments; reduce the gap in the pipeline of job ready residents to meet opportunities secured through the council's levers; to inform the design and delivery of skills training informed by labour market intelligence.

<p><u>Conflicts of interest — Executive decisions</u></p> <p>Details of any conflict of interest declared by a Cabinet Member who is consulted by the officer which relates to the decision and details of dispensation granted by the Council's Head of Paid Service</p>	<p>N/A</p>
<p><u>Conflicts of interest — Nonexecutive decisions</u></p> <p>Where the decision is taken under an express delegation e.g., by a committee, the name of any Member who declared a conflict of interest in relation to this matter at the committee meeting,</p>	<p>N/A</p>
<p>Title of any document(s), including reports, considered by the officer and relevant to the above decision or where only part of the report is relevant to the above decision, that part)</p> <p>These documents need to be attached to the copy of this record/statement kept by the Authority but must not be published if they contain exempt information</p>	<p>N/A</p>
<p>Reasons for exemption with reference to categories of exemption specified overleaf or</p> <p>Reason why decision is confidential (see overleaf</p> <p>Decisions containing exempt or confidential information falling within the categories specified overleaf are not required to be published.</p>	<p>N/A</p>
<p>Signature of Decision Maker</p>	
<p>Name of Decision Maker</p>	<p>David Lee</p>
<p>Does the decision need to be published?</p> <p>Yes X</p>	

No

DECISION REPORT

Report for: Head of Programme Management — Regeneration & Economic Development

Item number: N/A

Title: Contract award for Construction Youth Employment and Training Intervention

Authorised by: Helen McDonough, Head of Employment and Socio-Economic Regeneration

Lead Officer: Marlene Boateng, Senior Section 106 Employment and Skills Officer

Ward(s) affected: All

**Report for Key/
Non-Key Decision:** Non-Key Decision

1. Describe the issue under consideration

- 1.1. To award a contract to Construction Youth Trust for the delivery of Construction Youth Employment and Training Intervention.

2. Recommendations

- 2.1. To award, in accordance with CSO 9.07.1(c), a contract to Construction Youth Trust the provision of Construction Youth Employment and Training Intervention at cost of £60,000, excluding VAT from March 2023 to December 2024.

3. Reasons for decision

- 3.1. The programme is integral to improving employment and skills outcomes for young people as Construction Youth Trust will engage with young people, employers and other local partners provide a package of transformative multidimensional, integrated and people-centred provisions to support young people (between 11- 24 years old) along their path to sustainable employment in the local regeneration and construction labour market.
- 3.2. Continued high levels of youth unemployment in the borough and the high levels of demand forecasted through the labour forecast research provides the rationale and highlight the need for a targeted programme of support for young people to raise awareness at an early age of the range of opportunities in construction; and build a pipeline of young people to join sector, gaining sustainable employment opportunities.

3.3. In April 2022, RED board agreed the priorities for S106 Employment and Skills spending for 2022-23 which included £60k spend on a youth construction programme pilot in recognition of the need to enhance opportunities for young people in entering the local regeneration and construction labour market.

4. Procurement Approach

4.1. In accordance with CSO 8.03 four suppliers were invited to submit a Request for Quotation (RFQ) through the HPCS portal.

4.2. Prior to the launch of the opportunity, active market testing was undertaken with three of the suppliers who were subsequently invited to quote. The aim of this market testing was to assess the interest in the opportunity and to identify opportunities to improve our proposal.

4.3. One response was received from Construction Youth Trust. In the evaluation, Construction Youth Trust met both the quality and price evaluation requirements of the RFQ and it is proposed that they be selected as the successful bidder

	Consultant	QDP %	Price %	Total
	Construction Youth Trust	59%	30%	89%

4.4. Construction Youth Trust has in-depth knowledge and experience of this type of provision, having undertaken similar employment and skills programme for other local authorities such as Lambeth, Southwark, City of Westminster, and Hammersmith & Fulham resulting in improvements in employment and skills outcomes for young residents.

4.5. Construction Youth Trust would provide a package of transformative multidimensional, integrated and people-centred provisions to support young people (between 11- 24 years old) along their path to sustainable employment in the local regeneration and construction labour market, including:

- Partnership and Co-design – working collaboratively with young people, employers and local partners to co-design, develop and implement the intervention.
- Construction Career Education and Employability Skills – the development and co-ordination of STEAM and career educational provisions, targeting young people between 11 and 16 years old, particularly individuals approaching transitional stages in their education and those at risks of becoming ‘vulnerable’.
- Building Capacity to Enable Access to ‘Good Work – assisting young people between 16 and 24 years old, particularly ‘vulnerable’ individuals, into work placements and ‘Good Work’ opportunities created through major developments in Haringey.

4.6. The total cost for the provision of this service for an eighteen-month period is £112,500

plus VAT of which £60,000 is funded through Section 106. To create additional value to the project, Construction Youth Trust are contributing £52,000 to the project. Construction Youth Trust have already successfully raised in excess £250,000 from a variety of Foundations and Trusts to support programmes throughout all London borough for either transitions coaching programmes for 16-18 year olds and/or working in NEETS. As such they are proposing to match fund the project with £52,500 which comprises £30,000 for transitions coaching programmes for 16-18 year olds and £22,5000 for working with NEETs.

5. Alternative options considered

- 5.1. Do Nothing - If the council were to adopt a do nothing approach it would have a detrimental impact on the Council's ability to maximise opportunities for residents through the Council's investments, deliver a youth focused employment and skills outputs through the Council's investments, reduce the gap in the pipeline of job ready residents to meet opportunities secured through the council's levers and to inform the design and delivery of skills training informed by labour market intelligence.

6. Background

- 6.1. The construction industry is facing skills and labour shortages amidst an ageing workforce. While Haringey's [Employment and Skills Recovery Action Plan November \(2020\)](#) identifies construction as a key sector with opportunities for 'Good Work' at London Living Wage, routes for in-work progression and training opportunities, there are challenges to improving youth participation in the sector. This is partly due to misperceptions about the industry and a lack of awareness about the opportunities that exist within the industry.
 - 6.2. Haringey continues to experience a disproportionately high level of unemployment, and our young people are one of the groups experiencing the worst of the economic fallout from Covid-19, with at least 6.9% unemployed compared to 4.9% in London. Last year, over half of young people on Universal Credit moved into long-term unemployment. This has been exacerbated by the cost-of-living crisis, placing some of our young residents under further financial pressures.
 - 6.3. In Haringey, we mandate all major developments through our [Planning Obligations](#) to deliver employment and skills obligations. Standard requirements include 20% of local labour, one apprenticeship per £3m of development cost, as well as delivery of training, work placement and career educational workshops (CEW).
 - 6.4. Compliance with the planning obligations is monitored monthly and since 2019, when we started monitoring employment and skills outputs, we have recorded approximately 60 apprenticeship starts, 9 training, 31 work placement and 25 CEW. There is still a substantial gap in the number of opportunities forecasted and created and the number of young people moving into these opportunities.
 - 6.5. Findings from a construction labour forecast analysis commissioned by the Council in 2021 predicts over 1000 local jobs by 2031. But industry led employment and skills provision is not widely practiced for reasons such as lack of internal capacity, lack of
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expertise and a gap in the pipeline of local job ready residents.

- 6.6. A desktop analysis of existing employment and skills provision in the borough reveals a gap in a construction related employment and skills programme which could help connect young residents and support pathways. This further emphasises the need for a more practical solution to increase the pipeline of job ready residents to meet local construction labour demand and reduce youth unemployment.

7. Contribution to strategic outcomes

- 7.1. This commission will contribute directly to corporate priorities as set out in the Corporate Delivery Plan including theme 3: **Children and young people** - Successful Futures – that more young people can access high quality information, advice and guidance relating to employment and the numbers of young people aged 16 and 17 whose education, employment and training status are unknown is reduced. In addition, it will support theme 8: **Placemaking and economy** - Employment & Skills – that residents will be better supported to access training and jobs in growth employment sectors with an initial focus on Health, Construction, Creative Industries, Green and Tech/Digital.
- 7.2. It also directly supports our delivery against the Employment and Skills Recovery Action Plan, part of the programme of work being undertaken against the Good Economy Recovery Plan.

8 Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

8.1 Procurement

The SSC notes the contents of the report and has no objections to the recommendations laid out at section 3 of the report under 9.07.1c. The service did try to follow the council's procurement process and obtain quotes from four different suppliers but only Construction Youth Trust responded.

8.2 Finance

This report for the Head of Head of Programme Management — Regeneration & Economic Development to approve the recommendations as set out in para 3 of this report. The total cost for the provision of this service for an eighteen-month period is £112,500 plus VAT. £60,000 is funded through Section 106 and Construction Youth Trust is funding the remaining costs of £52,500.

8.3 Legal

N/A

8.4 Use of Appendices

- N/A

8.5 Local Government (Access to Information) Act 1985

- Not applicable