

Learning and Skills Council

Response to Redundancy

LSC Regional Requirements

January 2009

Purpose

- The purpose of this document is to set out background information and requirements for each of the LSC's nine regions for the response to redundancy package.
- Tenderers should read the requirements for each region in which they wish to be considered. Tenderers will need to set out a response for each of the regions in which they wish to be considered at question 6 of the specification questionnaire document.

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East of England Regional Requirements

The East of England is seeking tenders for provision in line with the service requirements set out in the national specification questionnaire. In keeping with these requirements we are specifically looking for tenders that address the sectoral and geographic issues that the local, sub regional and regional economy is facing.

The regional partners have produced a joint plan to respond to the economic climate which focuses on supporting those individuals under notice of redundancy or who have recently been made redundant together with the long term unemployed. In addition we are seeking to support individuals employed to re skill in order to improve productivity and reduce redundancies.

Our approach through this plan is to enhance what already exists and also to offer support to a wider target audience so that all redundancies can be assisted and those recently made redundant can also access skills training and re-skilling to re-enter the labour market.

The region currently has a response to redundancy service (R2R) managed by EEDA and the rapid response service (RRS) managed by Jobcentre Plus. Through this tendering exercise we aim to enhance the provision offered by these two services in order to maximise the impact of support and assist a greater number of individuals.

Economic Position – sectoral and geographic

Within the eastern region the regional partnership have identified a number of priority sectors upon which we believe the economic downturn is likely to have greatest impact. These sectors include those industries which record high volume employee numbers within particular geographical locations and / or against evidenced lower skills levels / complex community profiles.

Recent forecasts show that the East of England has a relatively higher proportion of the industries most likely to be affected by the recession – construction and manufacturing would appear to be the most vulnerable sectors however land based industries, the automotive sector (production, sales and repair) and financial services may also be amongst those hardest hit.

We therefore seek tenders that address the following specific sectors although given the fast changing pace of the downturn, providers will need to respond to other sectors as well:

- Construction
- Manufacturing
- Automotive
- Land based
- Financial services
- Retail
- Distribution
- Warehousing
- Health and social care

It is important that tenders evidence how they will work locally, sub regionally and regionally with existing networks to avoid confusing employers and individuals and to ensure the local redundancy networks are supported to deliver the greatest support at the local level. Successful tenderers will also need to evidence how they will provide regular management information which will be collated regionally and used to inform the regional economic forum.

In addition to supporting specific sectors and working with existing networks we are also looking for innovative approaches which may include supporting workers during short time working/downtime to ensure re skilling is delivered whilst employees may not be working full time with their employer. Or identifying wage subsidies which could enable an employee to remain employed for a longer period prior to redundancy during which time training can be delivered to reduce the length of unemployment.

Although the sectors identified earlier are key to supporting the economic downturn it is also vital that we continue to support those in employment through the Train to Gain flexibilities and mainstream provision to ensure we are upskilling and re-skilling our regional workforce.

The funding available in the region and the priority groups are shown below:

Participant group	Number of individuals assisted	Indicative funding
Individuals who are under notice of redundancy and their employer organisations;	3000	£3.831m
Individuals who are newly redundant	1500	£1.916m
Individuals who are unemployed but would be ready for employment after receiving this package of skills development support.	600	£0.766m

East of England Regional Economy

Economic Position – sectoral and geographic

A recent report suggests that circa 170,000 jobs could be lost within the eastern region by 2012 (6% of the national job losses figure).

When the above forecasts are linked to geographical data (e.g. the automotive industry in Bedfordshire & Luton and the financial services sector in Norfolk) they clearly show that rural parts of our region as well as areas of social deprivation are amongst the most vulnerable to employment decline.

It should be noted that the land based sector offers good opportunities for employment within the regions more rural communities as well as being a sector within which high levels of ex-offender employment are secured. We will work to match vacancies with local people to address this.

As a region we would expect to see growth opportunities within the Health & Social Care sector as employment within this sector is predicted to rise due to the regions ageing population. Vacancy rates are currently about twice that of other public sector businesses resulting in an increasing reliance on a migrant workforce, which isn't a sustainable means of meeting long-terms needs. Evidence is now showing that

migrant workers are leaving the region and we are also seeing the start of London employed people resident in the East of England being made redundant. We will respond to these issues will be addressed through our offer.

We believe that the most effective way of ensuring a targeted response to recession is via sub regional operations – responding to recession in the places that make the most difference, responding to local variations from the national pattern of economic slowdown either by sector or via activities focused on those communities who are most at risk. The following section records, by sub region, where the economic downturn is likely to have the greatest impact, based on local intelligence:

Hertfordshire, Bedfordshire and Luton District - Priority Sectors:

Construction & the Built Environment (House Building)

There are visual signs of the economic downturn as major sites for house building have ground to a halt with show houses on site but no speculative building taking place; this is most visible at the Wixams new town outside of Bedford where the infrastructure has been put in place; A6 realignment, main services, signage but no houses.

A similar example is the Napier Park development on the former-Vauxhall site in Luton, a mixed residential, retail and office development that has been delayed due to the economic downturn.

The image of the construction sector has probably benefited more than most in the in the past 10 years and has been a popular career option for young people and second career adults during the period of economic stability; there is now a risk that once the economy recovers the sector may be seen negatively and efforts to reach national housing targets would be compromised.

Warehousing & Logistics

This sector has grown in importance in recent years as a provider of volume permanent and temporary jobs, and there are clear signs that employers are removing temporary workers with immediate effect.

Vehicle Manufacturing

There is concern for the future of vehicle manufacturing in Luton. Following the Vauxhall closure a few years ago, there were as many people affected in the supply chain and associated businesses as there were at Vauxhalls. Therefore any decline in vehicle manufacturing would have an enhanced effect on its current supply chain.

Engineering

In previous recessions the engineering sector has benefited from a weak pound and improved export potential but the global nature of this economic downturn is not benefiting the engineering sector as these potential markets are experiencing similar problems and hence there is concern that the sector will not benefit from the weakening pound and redundancies in the New Year are inevitable.

Financial Services

The region could suffer twice as financial services businesses in the region will undoubtedly suffer, for example estate agents and regional based building societies but also, the considerable number of banking and financial services employees based in London who live in the region who are being made redundant.

Tourism and Hospitality

Evidence and local intelligence strongly suggests that there will be widespread redundancies in the New Year at conference centres, hotels, airports, breweries and visitor attractions. The numbers at each are unlikely to be large but in total they could amount to a sizeable number and impact on an important regional sector.

Hertfordshire, Bedfordshire and Luton District - Geographic Hotspots

Although most areas will be affected by the economic downturn, it is expected that there may be a disproportionate impact in following areas;

Luton and Dunstable

- Vehicle manufacturing, supply chain and associated businesses
- Engineering
- House building

Bedford

- Warehousing and Logistics
- Tourism and Hospitality
- Engineering
- House building

Hertfordshire

- Banking and Financial Services
- Warehousing and Logistics
- House building

Communities at Risk across the Hertfordshire, Bedfordshire and Luton District include:

- Migrant workers in temporary employment
- Current unemployed/non-employed
- Unskilled workforce

Essex District – Priority Sectors:

- Construction (The Built Environment)
- Health and Social Care (includes early Years and Play Work)
- Hospitality
- Logistics
- Retail
- Food and Drink Manufacturing
- Land based industries
- Engineering and Manufacturing
- Automotive
- Business and Financial Services
- Sports and Leisure
- Public Services

- Telecommunications
- Passenger Transport

Essex District – Geographic Hotspots

Growth Area Activities

The Haven Gateway Partnership (HGP) has identified the five key sectors in which it will focus in order to secure employment growth through the preceding five measures. These are:

- Ports, Maritime and Logistics
 - Supporting the development of container port facilities at Bathside Bay
 - Improvement of regional road and rail infrastructure
 - Development of the local cruise offer in partnership with Harwich International Port and BAA Stansted
 - Raising the skills levels within the ports and logistics sector
- Innovation and ICT
 - Supporting the development of the University of Essex Research Park
 - Promoting closer working of Higher Education Institutions and employers
 - Developing IT coverage – ‘a wireless sub region’ and access and increase ICT provision in educational providers and rural communities.
- Construction
 - Promoting a one-stop service on key development sites to increase skills and access to jobs
 - Developing increased local procurement to support local companies
- Tourism and Culture
 - Exploiting the creative industries within the Haven Gateway
 - Attracting investment associated with the London 2012 Olympics
 - Supporting the cruise sector through proactive marketing
 - Promoting Areas of Outstanding Natural Beauty Dedham Vale as part of the £720m tourism business within the sub region benefiting from c17m visitors per annum
- Marine and Leisure
 - Maximising the marina provision, currently the UK’s second largest area for yachting with 10,000 berths, employing some 1,800 people and generating c£85m per annum.
 - Developing wireless marina
 - Developing heritage skills and skills sharing in marine leisure industries.

Essex District - Economic Challenges

Essex is not home to large scale industrial employers which employ significant numbers of employees in any one site capable of resulting in mass unemployment in the event of a single organisational failure. Rather, Essex is faced with a more intangible situation whereby ‘mass unemployment’ could result from the business failures of many small SME employers particularly in supply chains to major employers.

Accordingly, responding to the economic slow down and attendant impact on supply chains within sectors where the businesses are many and varied will require a particular approach to identify and 'pick up' the individuals' needs.

Further challenges for Essex also exist as it has a resident population part of which commutes into London significantly in the Finance and Business Sector which is currently being affected.

Cambridgeshire, Suffolk and Norfolk Districts - Priority Sectors:

Priority sectors where economic downturn is likely to have a significant impact include Construction and the associated trades, Manufacturing and Engineering. In Cambridgeshire and Peterborough we are starting to see some redundancies in the finance, legal, mail order and logistics areas.

The housing sector in Cambridgeshire and Peterborough is, as elsewhere in the region, seeing a slow down in new build.

The biggest area that it is difficult to assess are the many smaller employers who are making people redundant and those people are at risk from not getting early help either as an employer or employee at risk.

Cambridgeshire and Suffolk is the first district outside the West Midlands to begin the IES trails which started on December 1st. The trials will work to deliver support to all new claimants and offer where relevant skills health checks to enable individuals to gain new skills and re-enter employment.

East Midlands Regional Requirements

In recent months the economic downturn has increased the number of people under notice of redundancy or being made redundant and swelling the numbers of those claiming job seekers allowance.

The East Midlands has until recently been characterised as one of high employment levels but over recent months numbers of newly redundant JSA claimants have increased steadily and are expected to continue to increase for some time with people being made redundant across the full range of sectors.

From the beginning of September to the end of November claimants for JOB seekers allowance rose by 12.5% across the region.

In response to the economic downturn in the East Midlands the LSC and Job Centre Plus have produced a Joint Regional Plan which outlines the agreed actions that they will be taking to tackle the economic downturn. The Plan itself is based upon a number of underlying principles including:

- A cohesive and coherent partnership approach to the downturn at an aggregate level and at the level of individual redundancy situations
- Building a cross organisational virtual team of employer facing staff
- Utilising regional intelligence to inform service delivery
- Continuously improving cross organisational working
- Developing a strategy to measure impact and monitor progress

The Plan identifies how the LSC, JCP and other regional partners will help those under notice of redundancy, the newly redundant and the unemployed, to move swiftly into a new job. This requires a co-ordinated effort between key partners to provide innovative solutions. Partner organisations will need to work together **before** large-scale closures or redundancies occur to minimise the economic impact, and afterwards to support businesses to recover and people to re-skill.

Whilst the current IES/Jobmates provision in the Region goes some way towards meeting the challenges of the economic downturn, it currently lacks all the necessary connectivity and scale that is envisaged by Government in its vision for a fully operationalised Integrated Employment and Skills Service. The LSC/JCP Plan outlines that, in addition to existing IES provision and JCP's Rapid Response Service, there are some additional interventions that could be made to significantly improve the support being offered to individuals and employers.

Aim

The aim of this provision is to provide a package of early intervention support for three key groups:

- Individuals who are under notice of redundancy and their employer organisations;
- Individuals who are newly redundant;
- Those that have become recently redundant and have been unemployed for less than 6 months

Our priority for the East Midlands will be to intervene as early as possible and therefore our key targets will be those under notice of redundancy.

The East Midlands labour market is dominated by SMEs and in that context redundancies within SMEs will be considered significant, particularly where a number of SMEs are making small numbers of people redundant in the same geographic area or sector.

Providers will be expected to make contact with organisations, particularly SMEs, that are reducing their workforce making best use of Trade Union contacts and networks.

They will be expected to work closely with and provide support for third sector organisations in communities to enable them to identify eligible people who would benefit from support and make referrals into this provision and to establish close working relationships with JCP local offices to service recruitment opportunities from Local Employment Partnerships (LEPs).

They will also be expected to work in partnership with JCP Flexible Routeways providers under the Jobmates initiative to ensure appropriate referrals from Flexible Routeways that add value to support offered under that provision.

Working in partnership will be vital to successful delivery that must be tailored to meet both the specific needs of employers and individuals. Applicants will need to detail clearly which organisations will deliver which aspects of the service. Providers must demonstrate their commitment to partnership working and their understanding of current partnerships and delivery structures in each locality

Tenders are therefore welcomed from lead partners which cover the broad spectrum of service requirements through suitable partnership arrangements.

Due to the changing landscape and possible announcements of future Government support the successful contractors will need to be flexible in their approach additionally LSC and JCP processes may change during the life of this contract the contractor will be expected to adapt their offer and processes accordingly.

Greater London Regional Requirements

This ITT is one of a number of interventions agreed by the key London public bodies in response to the impact of economic downturn in London. The London Joint Action Plan (JAP) has been informed by the Mayor's Economic Recovery Action Plan (ERAP), is an important component of the joint investment plan which the LSC, DWP/Jobcentre Plus and LDA have been charged to develop by the London Skills and Employment Board (LSEB), and it will feed into the work of the London Higher Economic Group that is co-chaired by the Minister for London and the Mayor.

In particular, the regional JAP will put into place effective mechanisms which will support those under notice of redundancy and the newly redundant, as well as continuing to help the long-term unemployed back into sustainable work.

In doing this, London Jobcentre Plus, the Learning & Skills Council London Region, the London Development Agency, the Government Office for London and others will work to their strengths and minimise overlap. The Plan is clear about what is needed, where responsibility lies and how each element will be resourced. Where there are gaps (spatial, product or volume) in the current service offer, we will seek to address these through the use of ESF and other means.

Providers wishing to bid into this ITT must familiarise themselves with both the JAP and the ERAP.

The JAP sets out the following:

- The London Labour Market;
- The principles of the London Region Rapid Response;
- The offer; and

The offer in line with the JAP activity under this specification will be targeted at:

- I. "at risk" employers and individuals
- II. Redundancies:
 - a Significant redundancies (20 or more in London or those which have a large impact on a community)
 - b Small scale redundancies
 - c Individual redundancies

Those furthest from the labour market will be supported through Skills for Jobs and other LSC funded provision.

Greater London

Nextsteps

Successful providers under this ITT will need to work closely with the LSC's Nextstep Prime Contractor in London, Prospects who will be responsible through their contract to deliver all elements of Adult Information, Advice and Guidance activities and interventions.

We are looking to fund up to 6 projects to deliver aligned provision to London's 6 Jobcentre Plus (JCP) geographical districts. These are:

City & East London – Tower Hamlets; Hackney; City of London and Newham;

Central London – Camden; Islington; Westminster; Royal Borough of Kensington & Chelsea;

LSW – Lambeth; Southwark and Wandsworth;

South London – Merton; Kingston; Bromley; Richmond; Croydon; Sutton; Greenwich; Bexley and Lewisham;

North & North East London – Waltham Forest; Havering; Barking & Dagenham; Redbridge; Haringey; Enfield and Barnet

West London – Hammersmith & Fulham, Hillingdon; Brent; Harrow; Ealing; and Hounslow.

Provider Delivery Arrangements

Providers will need to demonstrate the ability to deliver all the elements of the service requirement either as an individual supplier or part of a consortia or partnership bid. Providers need to consider the range and type of interventions required from low-skilled individuals to high skilled level 5 and above.

Anticipated Volumes

These will be based on the latest statistics available from the Jobcentre Plus. Currently across the capital unemployment rates as a result of the economic downturn are increasing at a higher percentage rate within outer London boroughs. However, we anticipate that we will need to procure provision to engage up to 11,300 individuals throughout the period of April 2009 to December 2010.

North East Regional Requirements

In this region, the first effects of the current economic difficulties were felt in the financial services sector with the problems at Northern Rock in Autumn 2007. However difficulties in the wider financial services sector soon impacted on the availability of credit and the housing market nationwide. Over the first half of 2008, the knock-on effects reached across construction and property-related industries and more recently the manufacturing industry and associated supply chains.

Unemployment has increased in recent months, with the claimant count up by 35% against the same figures last year. While some other regions have experienced greater increases in unemployment figures the North East starting point of already higher numbers of Incapacity Benefit claimants and above average Jobseekers Allowance claimants presents a significant challenge. The downturn is affecting all parts of the region in terms of job losses, and reduced vacancies, some areas have been affected more than others. In particular, the urban conurbations of Tyne and Wear and Tees Valley are worst affected, and County Durham has experienced a sharp increase in JSA claims in percentage terms.

North East : Response to the Downturn

The LSC, One North East, Jobcentre plus and Government Office have developed a regional co-ordinated response to ensure businesses, employees and those that are newly redundant are supported to increase skills, and find new opportunities during the economic downturn.

The regional response is defined by four themes:

1. **Resilience** - To support the region's employers to retain as much of their current workforce as possible during the economic downturn through measures to increase productivity, organisational efficiency and the ability to cope with the new economic environment.
2. **Redundancy/Redeployment** - To minimise the number of people who become unemployed, if/when redundancies become necessary. Or to put it another way - to move as many people as possible "from a job, to a job".
3. **Recruitment/Retention** - To ensure that entry/re-entry to the world of work is as swift and effective as possible for individuals who are unemployed (whether as a result of the current economic downturn or on a longer term basis) and that they are appropriately supported once in employment in order to maximise their chances of retention/sustainability and progression in employment.
4. **Readiness for the upturn** - To look beyond the current downturn and maximise the region's readiness to emerge in a strong position to pursue its ambitions relating to up-skilling, employment and productivity growth.

Significant mainstream and ESF funded support and provision is already in place in respect of Redundancy/ Redeployment, hence the provision outlined in this tender specification is focussed exclusively on the Recruitment and Retention theme.

North East: Regional Employability Framework

For a number of years now the North East's key public bodies have been working together towards achieving the shared objective of moving workless people into sustainable employment whilst improving their skills and qualifications. This shared

objective led to the development and ongoing implementation of a framework or an agreed set of principles – this is called the Regional Employability Framework (REF).

The LSC is fully signed up to the principles laid out within the REF and the provision now being procured is expected to be delivered in line with these.

Providers who are successful in this procurement process will be expected to adopt these in their delivery and in the way they work with partners in the North East. In summary these principles can be defined as:

- Improved engagement of workless residents and priority groups
- Co-ordinated delivery of employability support and training services, focused around the needs of the individual.
- Supporting employers to recruit workless residents and retain and progress people within the workforce.

More information on the REF can be found here:

<http://www.skillsnortheast.co.uk/page/employability/ref.cfm>

Providers who wish to deliver in the North East must demonstrate how their offer will be in line with the REF.

North East: Additional provision required

Due to existing arrangements to support individuals under notice of redundancy the LSC North East only wishes to procure provision limited to the delivery of the “**individual offer**” in relation to the target groups listed below.

Furthermore the intention of the LSC in the North East is to only fund proposals delivering the individual offer in **pre employment** scenario

For absolute clarity, in the North East the LSC will not be procuring any provision through this exercise to deliver the “employer offer” as described above in the main body of the tender. Alternative arrangements are already in place to deliver this element of the provision in the North East.

Therefore it is not expected (as stated in the main body of the tender) “that providers will proactively market training availability to affected employees within supported organisations”, as this would duplicate and potentially undermine the benefit of current/alternative arrangements.

Instead providers will be required to make best use of their **existing employer links and relationships** in order to identify vacancies that could be treated as a Local Employment Partnership (LEP) recruitment opportunities, working in partnership with Jobcentre Plus.

It is expected that providers will recruit the target client groups specified below onto the pre-employment provision through effective partnership arrangements to generate appropriate referrals.

The LSC and its strategic partners in the North East will require successful providers to attend a briefing event to clarify and facilitate the above working arrangements.

North East: Target Client Group

In the North East provision must only target the following client groups:

- adults who are 18 years or over who have recently been made redundant, but are not yet in receipt of benefits and are not yet in work
- adults who are 18 years or over who have been made unemployed as a result of redundancy or job cuts from their previous employer and are receiving benefits
- longer term unemployed adults who are 18 years or over which will include people over the age of 50; people from a black minority ethnic background; and other disadvantaged groups

Provision should be made available to all adults outlined above who are in need of it in order to facilitate their entry to employment, regardless of current skills and prior qualification levels

Geographic/Spatial Targeting

The LSC requires a broad range of provision and providers to ensure full geographic coverage for the North East region.

Funding Available

A total of £7,713,249 is available for the whole of the North East.

Of which £5,399,274 is to be targeted at those individuals who are unemployed including those recently made redundant

And £2,313,975 to be targeted at the longer term unemployed further disadvantaged by the current economic situation

However due to the demand led nature of this provision virement between these sub headings may be made as appropriate

Outputs and Outcomes

The above funding is intended to deliver support to at least 5142 individuals; With at least 22% (1131) moving into employment with training (T2G, Apprenticeships) on leaving

Contracting

The LSC is looking for flexible provision responsive to demand and to ensure regional coverage the LSC intends to procure a number of contracts across the North East region

North West Regional Requirements

The Offer

Within the North West, our experience of handling redundancy situations to date has identified that employees affected have diverse training needs. Some individuals will need upskilling in their current occupation whilst some individuals will seek training for new occupations and employment opportunities. In order to meet these diverse needs the LSC North West needs to procure flexible and responsive provision, we therefore welcome proposals from groups of providers who collectively can offer a wide range of vocational training options.

We wish to deliver this demand led offer throughout the whole of the North West which includes the Merseyside ESF Phasing-In Area (Knowsley, Liverpool, Sefton, St Helens and Wirral) to all of the identified target groups. Because of ESF funding providers will need to set out within their proposals which geographical locations they propose to undertake activity.

Providers must be able to deliver this offer to: those in work under notice of redundancy, individuals who have recently become redundant or individuals who are unemployed but would be ready for employment after receiving skills development support. Providers will need to ensure that they are able deliver a seamless service which supports individuals' pre-redundancy through into employment and post employment training when needed which will normally be funded under Train to Gain. Where providers are unable to directly support individuals through the full range of services, they must outline the partnership arrangements that they will have in place to deliver this offer.

Where it is not possible to carry out training at employer premises ie where employees have already left employment or where employer premises are not suitable, then providers must ensure that they are able to offer training in locations which are convenient for individuals.

This offer is predominately focused on providing short term interventions for those individuals who are affected by the economic downturn, ie those in work under notice of redundancy, individuals who have recently become redundant or individuals who are unemployed but would be ready for employment after receiving skills development support. However, it is recognised that in some circumstances that individuals will require longer periods of support. This offer is not seeking to provide support for the hardest to reach unemployed individuals as they are already catered for through programmes such as the LSC's ESF funded Skills for Jobs and Sustainable Employment Programmes and Jobcentre Plus provision.

Adding Value

Within the Northwest and the Merseyside Phasing-In Area the LSC already has a range of support available which focuses on supporting individuals into work. Providers are required to identify how they will link with other partners and agencies, particularly IAG service deliverers and Jobcentre Plus in each of the sub-regions to ensure that this offer complements and builds on support programmes already in place. Providers need to acquaint themselves with the range of provision already in place and demonstrate the added value they will bring through this new provision.

Within the Northwest (excluding the Merseyside Phasing-In Area) providers will need demonstrate how their activity will bring added value to current activities including those funded through LSC and Jobcentre Plus Co-finance Plans. LSC ESF funded programmes currently operating within the Northwest (excluding the Merseyside Phasing-In Area) are:

- Sustainable Employment Programme
- Skills for Jobs
- Inward Investor and Restructuring Company Response Programme

Within the Merseyside Phasing-In Area providers will need to demonstrate how their activity will bring added value to the current activities including those funded through LSC and Jobcentre Plus ESF Co-finance Plans and activities funded through the Complementary Strand. The Complementary Strand brings ESF funding to the Core City Employment Strategy Investment Programme – which draws together and pools a range of mainstream and non-mainstream funding programmes, and will help to target the area’s high levels of worklessness, increase employment levels locally and reduce the number of residents who are in receipt of benefits. LSC ESF funded programmes currently operating within the Merseyside Phasing-In Area are:

- Sustainable Employment Programme
- Skillworks
- SkillsBoost
- Enterprise Routeway
- Priority Sector Routeway
- Inward Investor and Large Company Response Programme

Funding and Volumes

A total of £10,950,000 is available for the Northwest (excluding the Merseyside Phasing-In Area) and £9,828,000 for the Merseyside Phasing-In Area. The table below identifies the funding available and the minimum number of volumes of participants that should be supported from each of LSC North West’s sub-regions. The funding identified for the Merseyside Phasing-In Area is exclusively available for that area, all other amounts are indicative.

Geographical Area	Funding Available	Participant Volumes
Northwest - Cheshire & Warrington	£1,443,000	962
Northwest - Cumbria	£702,000	468
Northwest - Greater Manchester	£5,712,000	3,808
Northwest – Halton	£276,000	184
Northwest - Lancashire	£2,817,000	1,878
Merseyside Phasing-In Area	£9,828,000	6,552
Total	£20,778,000	13,852

The minimum volumes of participants required are based on the all participants requiring £1,500 of support; LSC North West does not expect that all participants will require the maximum level of support and that the actual volume of participants supported will be significantly higher.

Providers seeking to deliver in the Merseyside Phasing-In Area should actively consider provision which meets need in the Halton area. Where providers are seeking to deliver activity in both the Merseyside Phasing-In Area and other areas of the North West it may be necessary for the LSC to enter into 2 separate contracts for this activity.

This offer aims to equip individuals with the skills required to either enable them to continue in, enter or re-enter sustainable employment and progress onto further training support via Train to Gain. We also recognise that there are a number of other positive progression routes for these individuals such as: self employment, employment, social enterprise work and training.

Due to the changing economic and political landscape it may be necessary for LSC Northwest to amend contracts during their lifetime to re-focus this offer to particular target groups, employment sectors, skills needs and geographical hotspots. In such circumstances successful contractors will be expected to adapt their offer accordingly.

Providers are required to:

- Clearly identify the target groups that they are proposing to working with, identifying the volumes of participants that will be supported from each of the Northwest sub-regions. Where activity will only be available to parts of the sub-regions, providers must identify which local authority areas will be covered.
- Describe the sectors, occupational areas and target groups that will be supported including the volumes of participants that will be assisted.

South East Regional Requirements

- 4687 participants to be recruited and engaged, of which it is anticipated:
 - 50% (2344) to be individuals in employment and under notice of redundancy
 - 40% (1875) to be individuals who are newly redundant
 - 10% (468) to be individuals who are unemployed but would be ready for employment after receiving this package of support

Geographic coverage:

This programme needs to respond to client demand, any area significantly impacted by the economic downturn will be considered. Providers should clearly state which geographic areas they intend to deliver in based on local need and provider capacity.

It is anticipated that the split of funding will be on the basis of:

Hants and Isle of Wight	25%
Kent & Medway	25%
Thames Valley	25%
Surrey & Sussex	25%

Key employment sectors:

Potential sectors for the South East are likely to include financial services, distribution, construction, engineering & manufacturing, and retail, but as this programme needs to respond to client demand, any sector impacted by the economic downturn will be considered.

Regional priorities

- To support the delivery of a redundancy strategy for the South East, assisting the target groups stated above.
- To fill gaps in existing pre-employment training provision.

It is anticipated that each group will receive some of the following support back into employment, as appropriate. Providers should clearly state which services they plan to offer:

1 Those in employment under notice of redundancy

- Offer a training needs analysis service to employers planning large redundancies in order to identify employee's specific skill needs.
- Provide a bespoke job support service, identifying suitable job opportunities along with CV writing, interview technique, job search support and executive action programmes.
- Work with the SEEDA/JCP funded Continuing Employment Service (CESS)
- Where appropriate deliver an employment related short course (up to 2 weeks full time or equivalent part-time). SME/individual sector learning clusters could be encouraged to make this cost effective.
- Support in a new job through signposting and encouraging take up of existing Train to Gain, Apprenticeships or other ESF funded provision as appropriate
- Signposting for employers to existing support through Train to Gain, Apprenticeships, other mainstream, or ESF funded programmes to support their business objectives and to improve their competitiveness in the current economic climate

2 Newly redundant individuals

- Provide a job support service, this should include support for those with existing higher level skills, through, for example, executive action programmes or one to one support programmes, as appropriate
- Where appropriate and available, deliver an employment related short course (typically 2 -8 weeks). Where appropriate, following the Sector Skills Council recommendations for sector routeways.
Please note, providers are expected to procure a wide range of appropriate short courses through partnerships or sub-contracting to respond to employer demand
- Support into volunteering
- Support in a new job through signposting and encouraging progression to further learning through Train to Gain, Apprenticeships, other mainstream or other ESF funded provision as appropriate
- Work with the SEEDA/JCP funded Continuing Employment Service (CESS)

3 Those who are unemployed but would be ready for employment after receiving this package of support

Provision of a bespoke job support service, which will include one of more of the following as appropriate to the individual:

- Delivery of a pre-employment short course (up to 2 weeks full time or equivalent part-time), where appropriate and available, following the Sector Skills Council recommendations for sector routeways. Provision should respond to the requirements of Local Employment Partnerships wherever possible.
Please note, providers are expected to procure a wide range of appropriate short courses through partnerships or sub-contracting to respond to employer demand
- Support into volunteering
- Specific action for offenders in the community through a work placement programme
- Support in a new job through signposting and encouraging progression to further learning through Train to Gain, Apprenticeships, other mainstream or other ESF funded provision as appropriate

£7,031,000 will be available for provision in the South East. This represents a combination of £3,515,500 ESF and £3,515,500 Train to Gain.

South West Regional Requirements

Please note that the South West have separated their regional requirements to cover both the convergence and competitiveness elements of ESF. Tenderers will only need to complete one response for the South Wes region, indicating whether they wish to be considered for one of the geographical areas or both.

Cornwall and the Isles of Scilly - Core Pre-Employment and Pre-Redundancy support programme

Funds available: £4,254,973 including ring fenced support for large, higher risk/high growth potential businesses – £1,000,000 plus £1,418,323 match
Total Funds available: £5,673,296

The aim of this activity is to increase the participation in Train to Gain and Apprenticeships by offering an integrated service which will enhance and strengthen the Skills Brokerage and incorporate an enhanced brokerage/field force.

Pre-Employment support:

This will provide newly redundant individuals, those under notice of redundancy with a series of personalised, menu based support including:

- Fully funded support for a range of skills activity that aids progression into sustainable employment – this will be a fully customised offer of 2 -8 weeks duration that is not restricted to units or qualifications.

Pre-Redundancy support:

The key focus here is on the individual. Personalised solutions will be driven by individual needs so that training and support activity has the maximum degree of flexibility to strengthen employability and workforce mobility.

Again it is proposed to develop a package of support of between 2 - 8 weeks duration aimed at helping individuals to refresh their skills in a sector or begin the work of retraining for a new one. Aiding progression into sustainable employment is the key driver of this personalised activity. It will be possible to extend the duration of the programme to better fit with the employer and employees needs in line with specific circumstances related to the period of redundancy. It is envisaged that no additional payments will be made if it is extended beyond 8 weeks; the full package of £1500 remains the maximum available. It will be possible to add value to the core Train to Gain or Apprenticeship support with existing ESF to ensure sustainable employment is a reality.

Providers will be pro-active in joining up this training provision alongside existing LSC and DWP co-financing and work with local Employment and Skills Boards.

This activity will be designed to strengthen the single source/gateway in line with business simplification and common branding standards. Activity will complement and increase capacity of the current provision and will require close working with relevant organisations.

Proposed activity will strengthen the brokerage links with the Skills Pledge and Local Employment Partnerships (LEPs) through partnership working with Job Centre Plus. Potential applicants will be asked to introduce a dedicated resource for accurate and timely recording of Skills Pledge information on the Skills Pledge extranet, including monitoring response times at all stages, and progress chasing.

In addition, potential applicants will engage with volunteers through strengthening partnerships with Third Sector organisations. This programme of activity will also offer a pre-redundancy service for employers through a package of creative interventions.

To enable successful delivery and longer term sustainability there will be an specific element built into all projects which will offer trainer training, learning facilitator training, mentor training, secondments and work shadowing opportunities to both provider and employer engagement staff.

In addition to the £3,254,973 generic support available to all businesses we wish to focus additional resources and an enhanced support service on those larger businesses that are (i) higher risk in terms of scale of potential redundancy, (ii) in need of support to enhance resilience of the business especially in key disadvantaged areas, (iii) have growth potential balancing the decline of other businesses and thus aiding the transition of individuals to new jobs. Building on, in particular the existing co-financing sector led investments into the manufacturing, engineering and marine sectors, the public sector and those businesses with growth potential, such as environmental and medical technologies we wish to invest £1,000,000 as a ring fenced component under this programme, aimed at two key strands, (i) specifically to stimulate and support employment growth through skills development within these key employment sectors as businesses develop from ERDF and other investments to stimulate recruitment within the local labour market, and, (ii) provide a structured fund to help manage employment decline and restructuring as these organisations are the major employers in the area

Digital Inclusion – Proposed Activity

Funds available: from Priority 5 £200,000 plus £66,667 match

Total Funds available: £266,667

Participants: 177

Activity will focus on developing and delivering innovative ways to improve ICT skills both in the community and the workforce as a whole to support individual employment pathways. This is particularly relevant to the current economic downturn where ICT and technology skills in general are likely to be increasingly fundamental to the long term employability of individuals. We wish to implement a programme of intensive support in core deprived areas to help ensure that individuals are equipped to make effective use of the capabilities of ICT in searching for work, building knowledge and skills base, communication, opportunities for self employment and social enterprise.

The additional funds within Priority 5 will focus on individuals who are employed but do not have the knowledge or skills to make the best use of ICT and technology in either their current work or home environment. As a result these individuals have reduced mobility within the labour market restricting their opportunities.

With the additional funds we would look for activity to develop geographically focussed solutions. Within these 'zones', activities will be undertaken to promote

digital inclusion, building the links between technology access, skills and key issues such as employability, health and active ageing supporting a range of community strategy outcomes.

The 'zones' should be aligned with the LINC Index of Multiple Deprivation (IMD) information, focussing on the most deprived areas and link with the JCP Neighbourhood Actions Teams and the community networks emerging from One Cornwall. The 'zones' could be defined as below. The Local Super Output Areas (LSOA) number in brackets shows the number of areas in each 'Zone' that are amongst the most deprived 20% in England.

- Penwith plus Helston (12 areas amongst the most deprived)
- CPR Area (Camborne/Pool/Redruth), Falmouth and Truro (15 areas)
- North and SE Cornwall, inc. Newquay, Clay/St Austell Bodmin & Liskeard (9 areas)

Target beneficiaries would include:

- Principle priority being given to individuals within two key groups affected by the prevailing economic conditions -
 - i. those at risk of redundancy
 - ii. those recently redundant
- Rurally isolated. Flexible working / homeworking, communications, information, community activity, reduced need for travel.
- Workless adults, unemployed young people aged over 18, other excluded groups.
- Individuals who are unemployed but would be ready for employment after receiving this package of support.

We are looking for a single provider to undertake the Digital Inclusion Activity.

Professionals and Executives with Higher Level Skills needs - Proposed Activity

Funds available: £869,626 ESF plus £285,875 match

Total Funds available: £1,155,501

Participants: 770

In the South West we have identified the need to support professional and executive level people affected by the economic downturn as a crucial component of our pre/post-redundancy support package. We wish to develop a Technical/Business Higher Skills business focussed vocational programme to be achieved in the workplace with academic support and outputs. The programme would be aimed at improving individual and business performance in current and future environments and will be linked to business support via ERDF.

The funding available in this specification is aimed at the initial skills investment and support for those in the priority groups including appropriate levels of advice and guidance in line with recognised good practice. The principle funding is for the delivery of education and training provision in line with the core offer.

To ensure clear progression pathways for Apprenticeships to access Higher Education (HE). We wish to provide the opportunity to extend learning and good practice across the region thus strengthening the opportunities for Apprentices to engage in higher skills programmes especially important at this time to complement and strengthen the Apprenticeship offer to employers. Again this will support

Apprentices as their future potential or progression pathways within businesses have to date been less structured or clear to employers.

The target group would consist of – managers, supervisory/team leaders, business support and associated role holders, SME business managers and operational managers who are under notice of redundancy or where their businesses are at risk in the long term.

Ensuring effective engagement with the higher skills/education brokerage support, Business Link and links to the Train to Gain service are key. We seek to build on the regional pathfinder projects to strengthen the higher skills brokerage by enhancing the breadth and quality to create a more generic business facing gateway.

We aim therefore to deliver leadership and management development opportunities to individuals and businesses affected by the economic downturn to strengthen the economic resilience of businesses and increase the resilience of individual managers within the labour market:

- Owner/managers in small enterprises in the SW Region operating in private or public sector and social enterprises (<10 employees, including working owners with no or few employees) whatever their current qualification level, complementing current TtG flexibilities.
- Support for organisation development of leadership and management (i.e beyond the owner manager) to support business development in SMEs of less than 249 employees
- Support for under-represented groups of leaders in the SME group e.g. female managers, BME

In addition we seek to secure executive and professional Job Search tailored to individual needs supporting Job Centre Plus activity with would anticipate using a range of activities.

This part of the provision would include:

- Nextstep intervention
- Advice on Job Search techniques / current recruitment methods i.e competency based recruitment, telephone interviews, on line application forms, psychometric testing
- Advice on benefits including debt advice
- Links to relevant employment agencies
- Information about Job vacancies and opportunities in the labour market
- Career counselling – one to one support to help them assess their situation and review their existing skills

This additional investment in leadership and management will add value to the existing SW Leadership & Management Advisory Service provision where change leadership in particular is recognised as critically important in periods of economic downturn

This package of support should link closely with the existing higher skills interventions projects supported by ESF in Cornwall and the Isles of Scilly.

In addition to the nationally defined outputs the South West has identified the need to support progression to higher level skills and as such has included the following broader definition for a positive funding output.

Funding for outputs:

- £300 for a successful job start outcome and progression into further work place training delivered through either Train to Gain, Apprenticeship or higher skills/education programme supported by core ESF or mainstream funding. Providers must evidence both the job entry and the training start in order to claim the output payment.

South West - Core Pre-Employment and Pre-Redundancy support programme

Funds available: £1,571,200 ESF plus £1,871,200 match
Total funds available: £3,442,400

The aim of this activity is to increase the participation in Train to Gain and Apprenticeships by offering an integrated service which will enhance and strengthen the Skills Brokerage and incorporate an enhanced brokerage/field force.

Pre-Employment support:

This will provide newly redundant individuals, those under notice of redundancy with a series of personalised, menu based support including:

- Fully funded support for a range of skills activity that aids progression into sustainable employment – this will be a fully customised offer of 2 -8 weeks duration that is not restricted to units or qualifications.

Pre-Redundancy support:

The key focus here is on the individual. Personalised solutions will be driven by individual needs so that training and support activity has the maximum degree of flexibility to strengthen employability and workforce mobility.

Again it is proposed to develop a package of support of between 2 - 8 weeks duration aimed at helping individuals to refresh their skills in a sector or begin the work of retraining for a new one. Aiding progression into sustainable employment is the key driver of this personalised activity. It will be possible to extend the duration of the programme to better fit with the employer and employees needs in line with specific circumstances related to the period of redundancy. It is envisaged that no additional payments will be made if it is extended beyond 8 weeks; the full package of £1500 remains the maximum available. It will be possible to add value to the core Train to Gain or Apprenticeship support with existing ESF to ensure sustainable employment is a reality.

Providers will be pro-active in joining up this training provision alongside existing LSC and DWP co-financing and work with local Employment and Skills Boards.

This activity will be designed to strengthen the single source/gateway in line with business simplification and common branding standards. Activity will complement and increase capacity of the current provision and will require close working with relevant organisations.

Proposed activity will strengthen the brokerage links with the Skills Pledge and Local Employment Partnerships (LEPs) through partnership working with Job Centre Plus. Potential applicants will be asked to introduce a dedicated resource for accurate and timely recording of Skills Pledge information on the Skills Pledge extranet, including monitoring response times at all stages, and progress chasing.

In addition, potential applicants will engage with volunteers through strengthening partnerships with Third Sector organisations. This programme of activity will also

offer a pre-redundancy service for employers through a package of creative interventions.

To enable successful delivery and longer term sustainability there will be an specific element built into all projects which will offer trainer training, learning facilitator training, mentor training, secondments and work shadowing opportunities to both provider and employer engagement staff.

Areas for specific consideration under this activity are:

- Bristol, complementing the IES developments under Priority 1
- Wiltshire and Swindon
- Rural and wider Gloucestershire

Professionals and Executives with Higher Level Skills needs - Proposed Activity

Funds available: £640,800 ESF plus £340,800 match

Total Funds available: £981,600

Participants: 654

In the South West we have identified the need to support professional and executive level people affected by the economic downturn as a crucial component of our pre/post-redundancy support package. We wish to develop a Technical/Business Higher Skills business focussed vocational programme to be achieved in the workplace with academic support and outputs. The programme would be aimed at improving individual and business performance in current and future environments and will be linked to business support via ERDF.

The funding available in this specification is aimed at the initial skills investment and support for those in the priority groups including appropriate levels of advice and guidance in line with recognised good practice. The principle funding is for the delivery of education and training provision in line with the core offer.

To ensure clear progression pathways for Apprenticeships to access Higher Education (HE). We wish to provide the opportunity to extend learning and good practice across the region thus strengthening the opportunities for Apprentices to engage in higher skills programmes especially important at this time to complement and strengthen the Apprenticeship offer to employers. Again this will support Apprentices as their future potential or progression pathways within businesses have to date been less structured or clear to employers.

The target group would consist of – managers, supervisory/team leaders, business support and associated role holders, SME business managers and operational managers who are under notice of redundancy or where their businesses are at risk in the long term.

Ensuring effective engagement with the higher skills/education brokerage support, Business Link and links to the Train to Gain service are key. We seek to build on the regional pathfinder projects to strengthen the higher skills brokerage by enhancing the breadth and quality to create a more generic business facing gateway.

We aim therefore to deliver leadership and management development opportunities to individuals and businesses affected by the economic downturn to strengthen the economic resilience of businesses and increase the resilience of individual managers within the labour market:

- Owner/managers in small enterprises in the SW Region operating in private or public sector and social enterprises (<10 employees, including working owners with no or few employees) whatever their current qualification level, complementing current TtG flexibilities.
- Support for organisation development of leadership and management (i.e beyond the owner manager) to support business development in SMEs of less than 249 employees
- Support for under-represented groups of leaders in the SME group e.g. female managers, BME

In addition we seek to secure executive and professional Job Search tailored to individual needs supporting Job Centre Plus activity with would anticipate using a range of activities.

This part of the provision would include:

- Nextstep intervention
- Advice on Job Search techniques / current recruitment methods i.e competency based recruitment, telephone interviews, on line application forms, psychometric testing
- Advice on benefits including debt advice
- Links to relevant employment agencies
- Information about Job vacancies and opportunities in the labour market
- Career counselling – one to one support to help them assess their situation and review their existing skills

This additional investment in leadership and management will add value to the existing SW Leadership & Management Advisory Service provision where change leadership in particular is recognised as critically important in periods of economic downturn

It is our aim to develop a further specification to support the delivery of a longer term education and training support package to be released alongside this ITT.

In addition to the nationally defined outputs the South West has identified the need to support progression to higher level skills and as such has included the following broader definition for a positive funding output.

Funding for outputs:

- £300 for a successful job start outcome and progression into further work place training delivered through either Train to Gain, Apprenticeship or higher skills/education programme supported by core ESF or mainstream funding. Providers must evidence both the job entry and the training start in order to claim the output payment.

West Midlands Regional Requirements

The West Midlands regional requirements reflect two of the three National target groups. The West Midlands region does not require the following group to be supported through this activity:

- Individuals who are under notice of redundancy and their employer organisations

Applicants may apply to support either or both of the two remaining target client groups detailed below. It should be noted that West Midlands volumes and funding are based on the following order of priority:

1. Individuals who are newly redundant
2. Individuals who are unemployed but would be ready for employment after receiving this package of skills development support

Applicants must provide detail of how they intend to work in conjunction with and not overlap any support currently funded by LSC or JCP within the West Midlands.

Responses must detail:

- Which sectors they wish to target
- Which geographical areas to be covered
- Details of proposed pre-employment support for individuals
- Details of post employment Train to Gain support that will be provided, including how such activity will be achieved
- Ability and willingness to respond flexibly to policy and economic influences

Yorkshire and the Humber Regional Requirements

This ITT is one of a number of interventions across the Yorkshire and Humber region in response to the impact of economic downturn. This activity is an important component of the Joint Regional Plan which the LSC and JobCentre Plus have developed in consultation with key stakeholders.

The Yorkshire and Humber Region is looking for one partnership to deliver activity across the whole of the Yorkshire and Humber region. The proposal must demonstrate a clear understanding the ESF Train To Gain Enhancement Fund, Skills for Job provision and IAG offered by Nextstep as well as Core Train to Gain provision. Furthermore the proposal must clearly outline how this provision will complement these initiatives. The proposal must be able to clearly demonstrate that they have current working relationships with key established partnerships within the region. They must be able to demonstrate their ability to be flexible and responsive to the changing economic environment and demonstrate how the outlined activity will add value and not displace provision that is currently available. The Partnership will be required to work closely with the Regions Redundancy Response groups involving the strategic stakeholders such as the LSC, the RDA and JCP.

The following is an indication of the volumes and funding available to support the key target groups identified in the Yorkshire and Humber region, it is not limited by geographical hotspots or sectors as the successful partnership must be able to demonstrate flexibility in supporting activity that is strategically important to the LSC with regard to redundancy support.

Participant Group	South Yorkshire Participants	Funding Available £	Region participants	Funding Available	Total Funding Available
Adults aged 18 + who are under notice of redundancy and their employer organisations	3463	5,196,000	2416	3,624,000	8,820,000
Adults aged 18+ who have been made redundant in the past 0-6 months	1731	2,596,500	1208	1,812,000	4,408,500
Adults aged 18+ who are unemployed but would be ready for employment after receiving this package	577	865,500	402	603,000	1,468,500
Total	5771	8,658,000	4028	6,039,000	14,697,000