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EAST AYRSHIRE COUNCIL

CABINET – 16 DECEMBER 2009

**LOCAL EMPLOYMENT PARTNERSHIPS AGREEMENT**

**Report by Depute Chief Executive/Executive Director of Corporate Support**

**1. PURPOSE OF REPORT**

- 1.1 The purpose of this report is to recommend to Cabinet that the Council formally sign up to the Local Employment Partnerships Agreement with Jobcentre Plus.

**2. BACKGROUND**

- 2.1 The Local Employment Partnerships Agreement sponsored by Jobcentre Plus is an Agreement between Jobcentre Plus and an Employer by which the Employer commits to pursuing a number of activities which seek to improve the opportunities for individuals who are currently without work to move from welfare provision into sustainable employment.

- 2.2 A copy of a Local Employment Partnership Agreement (LEPA) is attached. As can be seen the objectives laid out in the LEPA are complementary to the Council's corporate objectives to maximise employment opportunities within East Ayrshire. In that context they also align to a significant degree to the Council's own employment practices and procedures.

**3. PROPOSAL**

- 3.1 It is proposed that the Council sign the LEPA with Jobcentre Plus and pursue the objectives laid out therein.

**4. FINANCIAL IMPLICATIONS**

- 4.1 There are no financial implications arising from the proposal contained in section 3.1 above.

**5. CORPORATE MANAGEMENT TEAM**

- 5.1 The Corporate Management Team considered and agreed the proposal at its meeting on Wednesday 2 December 2009.

**6. POLICY/LEGAL IMPLICATIONS**

- 6.1 The adoption of the LEPA meets the policy objective of encouraging individuals within East Ayrshire to move from welfare to sustainable employment

## **7. TRADE UNIONS**

**7.1** The Trade Unions have been consulted on this proposal and have indicated their support.

## **8. RECOMMENDATIONS**

**8.1** Cabinet is recommended to agree:-

- i. that the Council should commit itself to the Local Employment Partnerships Agreement;
- ii. that the Head of Human Resources sign the Agreement on behalf of the Council; and
- iii. otherwise note the report.

**Elizabeth Morton**  
**Depute Chief Executive/Executive Director of Corporate Support**  
**27 November 2009**

### **LIST OF BACKGROUND PAPERS**

Nil

Implementation Officer: Martin Rose, Head of Human Resources (Telephone 01563 576092).

# Local Employment Partnerships Agreement

express our wholehearted commitment to working with Jobcentre Plus. We will help potential recruits move from welfare to sustained employment and continue to develop their skills to encourage progression in work. This builds on our commitment to benefit the communities we serve and make them better places to live and work.

We will enter into Local Employment Partnerships with Jobcentre Plus that include a number of specific measures that we will both take to help support more potential recruits back into work.

These measures should include some or all of the following, together with other measures agreed locally:

- Offering Work Trials, for an agreed number of potential recruits;
- Offering a target number of places for disadvantaged jobless people to take up work experience, work placement or other employment initiatives that lead to jobs;
- If required, working with Jobcentre Plus and their partners on the design of pre-employment training for potential recruits to ensure that it is relevant to our needs;
- Guaranteeing interviews or jobs to potential recruits who successfully complete the agreed training and/or meet agreed job requirements;
- Encouraging our employees to volunteer to provide one-to-one mentoring for potential recruits to help prepare them for work;
- Reviewing our application processes to ensure that potential recruits are not inadvertently excluded by, for example, requirements for qualifications, or overly complicated procedures;
- Considering sympathetically the needs of potential recruits for flexible working patterns;
- Offering further training after recruits join our company; and
- Providing facilities to hold group seminars, run by Jobcentre Plus advisers, to introduce potential recruits to work.

Jobcentre Plus will identify a named contact to lead on Local Employment Partnerships who will work with \_\_\_\_\_ to establish which measures might be appropriate.

Jobcentre Plus will work with partners to meet the needs of both \_\_\_\_\_ and potential recruits.

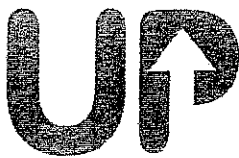
\_\_\_\_\_ will review progress with Jobcentre Plus at regular intervals and help Jobcentre Plus identify people recruited as a result of this Agreement.

\_\_\_\_\_  
Signature on behalf of

\_\_\_\_\_  
Signature on behalf of  
Jobcentre Plus

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date



Untapped Potential

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