

Performance and Resources Committee Meeting

Date of Meeting	Wednesday 2 October 2018
Paper Title	Flexible Workforce Development Fund – 2018-19 & 2019-20
Agenda Item	8.c
Paper Number	PRC1-H
Responsible Officer	Jim Godfrey, Finance and Resources Director
Recommended Status	Disclosable
Action	For Noting

1. Report Purpose

- 1.1.** The purpose of this report is to provide an update in respect of the Flexible Workforce Development Fund.

2. Recommendations

- 2.1.** The Committee is invited to **note** that the:

- Value of contracted training for 2018-19 was £1.94m (100% of the funds available).
- Amount of Flexible Workforce funding allocated to the Glasgow region for 2019-20 is £1.92m.
- Amount of Flexible Workforce funding allocated to each Glasgow College for 2019-20 is the same as in 2018-19.

3. Report

- 3.1.** The Colleges and GCRB have diligently monitored progress throughout 2018-19 and have responded positively to the Fund requirements. The available funding (£1.92m) was fully utilised in 2018-19 which represents a significant increase compared to the previous year figure (£1.1m of activity in 2017-18 - 56% of the funds available).
- 3.2.** The Committee has considered reports on the Flexible Workforce Fund at its previous meetings.
- 3.3.** In accordance with the monitoring arrangements set out in the SFC guidance, GCRB has submitted returns to SFC on behalf of the region.

- 3.4. The latest return identifies that 144 employers have agreed training contracts and the region will deliver training to over 13,700 employees. A summary of the final return for 2018-19 is provided below:

Flexible Workforce Fund 2018-19	City of Glasgow College	Glasgow Clyde College	Glasgow Kelvin College	Total
Initial Allocation	£894,240	£631,775	£393,260	£1,919,275
Contracted Training at 31 July 2019	£903,701	£630,871	£402,014	£1,936,586
Balance	(£9,461)	£904	(£8,754)	(£16,681)
Percentage	101%	100%	102%	101%

- 3.5. Grants have been paid to the colleges in accordance with the value of training undertaken. The following amounts have been paid so far:

Flexible Workforce Fund 2018-19	City of Glasgow College	Glasgow Clyde College	Glasgow Kelvin College	Total
Contracted training at 31 July 2019	£903,701	£630,871	£402,014	£1,936,586
Value of training undertaken at 16 August 2019	£194,622	£355,693	£142,242	£692,557
Percentage of training delivered at 16 August 2019	22%	56%	35%	36%

- 3.6. The colleges will continue to deliver the contracted activity in the coming months and also to respond to employer needs for 2019-20.

4. Flexible Workforce Development Fund 2019-20

- 4.1. On 31 July 2019, SFC published the guidance on the operation of the Fund for 2019-20. Full details of the announcement are available via the following link:
<http://www.sfc.ac.uk/publications-statistics/guidance/2019/SFCGD192019.aspx>
- 4.2. The key points to note in respect of the arrangements for 2019-20 are:
- The total amount of funding available for the Flexible Workforce Development is £10m (the same as 2018-19).
 - The funding provided to the Glasgow region remains the same as 2018-19 (£1.92m).
 - The date for all training to be commenced has been brought forward by a month (from 30 September to 31 August). The date for all training to be delivered and completed has been brought forward by seven months (from 31 July to 31 December). This presents a challenge in terms of delivering longer programmes as the time available is potentially restricted to 5 months.
 - The maximum amount of funding that can be claimed by each employer remains at £15,000.

- 4.3.** For 2019-20, SFC has increased the volume of personal student/employee data to be reported. SFC has also increased the frequency of reporting with reports required every two months.
- 4.4.** As reported above, the 2018-19 allocations have been fully utilised by all three colleges. Given that the regional allocation for 2019-20 is unchanged it is proposed that the allocation to all 3 colleges is the same as 2018-19 i.e.

Flexible Workforce Fund 2019-20	City of Glasgow College	Glasgow Clyde College	Glasgow Kelvin College	Total
Initial Allocation	£894,240	£631,775	£393,260	£1,919,275

5. Risk Analysis

- 5.1.** The arrangements set out in this report, and those previously considered by the Board, are designed to minimise the risks. In particular, these actions are intended to minimise the risk that “Effective working relationships are not developed/maintained with key partners”.
- 5.2.** The increase in levels of activity has ensured that the fund is utilised and reduced the risk of an underspend.

6. Equalities Implications

- 6.1.** There are no equalities implications as a direct result of this report.

7. Legal Implications

- 7.1.** No legal implications are identified.

8. Resource Implications

- 8.1.** The financial implications of the Flexible Workforce Fund are outlined in the report.
- 8.2.** The requirement to actively promote the Fund and submit regular monitoring information to SFC has a resource implication for the colleges and GCRB. This is a significant additional administrative burden.

9. Strategic Plan Implications

- 9.1.** The curriculum delivery, supported by these funds, will provide significant support to the achievement of ambitions set out in the Glasgow Region Strategic Plan. Delivery supported by the Flexible Workforce Fund makes a significant contribution to meeting the aim of meeting Glasgow’s ambitions working with employers to deliver a range and depth of training opportunities.