

## Performance and Resources Committee Meeting

Date of Meeting	Wednesday 19 December 2018
Paper Title	Flexible Workforce Development Fund – Progress Report
Agenda Item	12(a)
Paper Number	PRC2-G
Responsible Officer	Jim Godfrey, Finance and Resources Director
Recommended Status	Disclosable
Action	For Information

### 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 (Flexible Workforce Development) training contracted for 2018-19 was £0.56m at 30 November 2018;
  - the value of (Flexible Workforce Development) training contracted in 2017-18 for delivery by the assigned colleges in 2018-19, was £0.52m.
  - on-going discussions are taking place with more than 100 companies with respect to the remaining £1.36m funds that are available for training in 2018-19.

### 3. Report

- 3.1. The Colleges and GCRB are working closely to monitor progress and have responded positively to the Fund requirements. The Committee has considered reports on the Flexible Workforce Fund at each of its previous meetings.
- 3.2. In accordance with the monitoring arrangements set out in the SFC guidance, GCRB has submitted returns to SFC on behalf of the region.

### 4. 2017-18

- 4.1. For the 2017-18 year, levy payers needed to agree their requirements with colleges by 30 June 2018. However, training could be delivered after this date but must have commenced by 30 September 2018.

4.2. The value of training contracted for 2017-18, but not delivered by 30 June 2018, was confirmed by SFC in September 2018. The value of training to be delivered from 1 July 2018 is set out in the following table:

Flexible Workforce Fund	City of Glasgow College £'000	Glasgow Clyde College £'000	Glasgow Kelvin College £'000	Total £'000
<b>Contracted in 2017-18 to be delivered in 2018-19</b>	£228	£157	£136	<b>£ 521</b>

4.3. The colleges are delivering this training and providing regular updates to GCRB. The funding of £521,000 has been provided to GCRB and is being released to the colleges in line with the cost, and timing, of delivery.

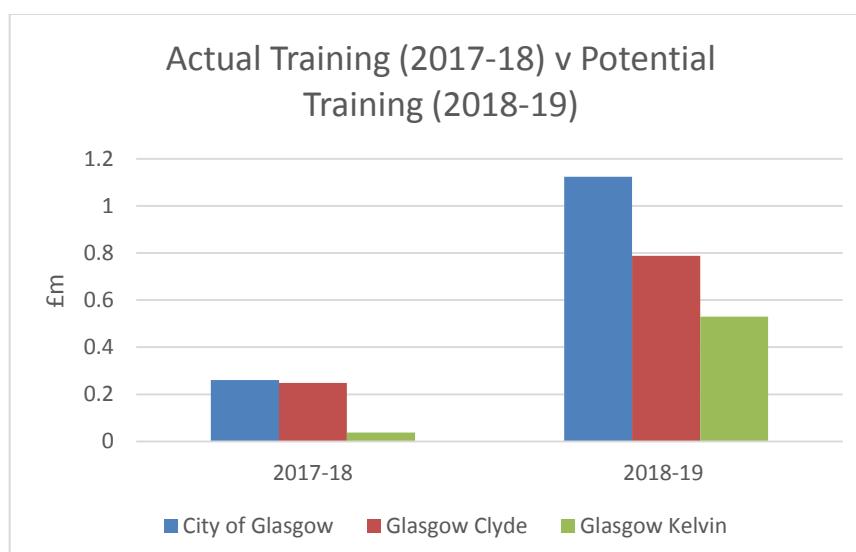
## 5. 2018-19

5.1. In 2018-19, returns were submitted at the end of September and November 2018. The position at 30 November 2018 is provided in the table below:

Flexible Workforce Fund	City of Glasgow College £'000	Glasgow Clyde College £'000	Glasgow Kelvin College £'000	Total £'000
<b>Allocation 2018-19</b>	£895	£630	£394	<b>£1,919</b>
<b>Contracted Training at 30 November 2018</b>	£89	£185	£284	<b>£ 558</b>
<b>Balance</b>	£806	£445	£110	<b>£1,361</b>
<b>Percentage</b>	90%	71%	28%	<b>71%</b>

## 6. Potential Training to be delivered in 2018-19

6.1. The value of training that could be delivered by the colleges in 2018-19 is the total of the two tables set out above. This can then be compared to the actual level of delivered in 2017-18 (as reflected in the value of grant drawn). The graph below highlights the potential growth in delivery between the two years.



- 6.2.** The two years are not strictly comparable because the fund was initially launched in September 2017 and it took time to build momentum. As a result, the figures for 2017-18 do not represent a full twelve months of college activity. However, the graph shows the potential scale of the increase in activity across the financial years. It is also worth noting that “All training must be contractually agreed by 31 July 2019 (and have commenced by 30 September 2019) to be included as part of colleges’ year 2 (2018-19) FWDF allocations.”<sup>1</sup> In other words, there is likely to be training delivery taking place in the financial year 2019-20 that relates to the funding allocation for 2018-19. Nevertheless, the graph does demonstrate the significant growth in FWDF activity to fully utilise the allocation.
- 6.3.** The monitoring return is due in January 2019. Following receipts of the college returns (by GCRB) there will be an opportunity to re-distribute funds within the Glasgow region. This will be helpful if one college is experiencing excess demand and another anticipates a shortfall. Following any regional re-distribution there will be the opportunity to participate in a national re-distribution of funding.

## **7. Risk Analysis**

- 7.1.** Activity needs to increase significantly to ensure that the allocation for 2018-19 is fully utilised. This represents a significant challenge for the colleges. The first year of the fund was a pilot year and some leeway was provided. If the fund is not fully utilised by employers/colleges in 2018-19 then there may be pressure to consider whether funds should be allocated differently in the future.
- 7.2.** The arrangements set out above, and those previously considered by the Board, are designed to minimise risk. In particular, these actions are intended to minimise the risk that “Effective working relationships are not developed/maintained with key partners”.

## **8. Equalities Implications**

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

## **9. Legal Implications**

- 9.1.** No legal implications are identified.

## **10. Resource Implications**

- 10.1.** The financial implications of the Flexible Workforce Fund are outlined in the report. The requirement to actively promote the Fund and submit regular monitoring information to SFC has a resource implication for the colleges and GCRB.

## **11. Strategic Plan Implications**

- 11.1.** 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.

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<sup>1</sup> SFC Guidance (SFCGD162018) – Flexible Workforce Development Fund (31 July 2018)