

## Impact Assessment - First Stage

### 1. Details of the initiative

**Initiative description and summary:**

Workways+ Short Term Unemployed is a project part funded by the European Social Fund (ESF) supporting those whose have been unemployed less than 12 months. Workways+ STU will bolt on to the current Workways+ provision covering Neath Port Talbot, Carmarthenshire, Pembrokeshire and Ceredigion working across all postcodes. Participants will be supported by a dedicated Mentor who will develop an agreed action plan of support to overcome barriers to sustainable employment by providing access to training, confidence building, paid work experience and volunteering.

**Service Area:** Regeneration & Economic Development

**Directorate:** Environment

### 2. Does the initiative affect:

	Yes	No
Service users	✓	N/A
Staff	N/A	✓
Wider community	✓	N/A
Internal administrative process only	N/A	✓

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age	✓					WEFO guidelines stipulate that the project must only engage with participants that are aged 25+. Referred participants who are aged under 25 will be referred to other government support provision within the authority, namely Cam Nesa or Communities for Work (18-24).

Disability	✓					The project will specifically target those who are short term unemployed with a work limiting health condition (WLHC) or disability as stipulated in WEFO guidance. If having a WLHC or Disability is a barrier to employment for a participant, then steps will be taken to reduce or remove such barriers.
Gender Reassignment			✓			Individuals will be supported to progress into work irrespective of gender.
Marriage/Civil Partnership			✓			Individuals will be supported to progress into work irrespective of their marital status.
Pregnancy/Maternity			✓			
Race	✓					Whilst under the project's ESF Priority the BME group is not specifically targeted WEFO will require us to monitor the number of people supported as one of the Cross Cutting Themes, to ensure equal opportunities.
Religion/Belief			✓			Individuals will be supported to progress into work irrespective of their Religion or beliefs.
Sex	✓					Workways+ STU will be liaising with employers to assist participants into employment and therefore are ideally placed to challenge traditional employment roles to ensure gender mainstreaming, such as females in sectors where STEM subjects are required (e.g. Engineering, Information Technology).
Sexual orientation			✓			Individuals will be supported to progress into work irrespective of their sexual orientation.

**4. Does the initiative impact on:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓				Workways+ STU will identify and support opportunities to promote and facilitate the use of the Welsh language and support speakers of the language. There will be provision to support participants in the medium of Welsh. This information will be reported to WEFO quarterly.
Treating the Welsh language no less favourably than English		✓				The project will operate in accordance with NPTCBC's Welsh Language Standards, and aligned to Welsh Governments 'Cymraeg 2050: Welsh Language Strategy'. In addition all participant information, marketing and promotional materials will be available bilingually.

**5. Does the initiative impact on biodiversity:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity			✓			As an ESF funded project Workways+ will not impact local biodiversity.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			✓			As an ESF funded project Workways+ will not impact local biodiversity.

**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		Workways+ will support participants to move into sustainable employment ensuring they have the appropriate training and/or qualifications. For some individuals this will move them away from a dependency of the benefits system and in turn impact positively on the local economy. The project will work closely with local businesses to ensure their needs are met in terms of recruitment and skills gaps.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		The project will have a positive impact on not only the economy but will also in turn improve the well-being of adults and their families. Working with a wide range of support organisations Workways+ delivery will aim to improve qualification and employment levels across the county borough. With an ageing population, Workways+ STU can support those who have reached pensionable age but may still need to work to support themselves and their families.
<b>Involvement</b> - how people have been involved in developing the initiative	✓		As part of the current Workways+ delivery data has been collected which has been able to provide analysis of those who were unable to be supported as they did not meet WEFO eligibility criteria i.e. not long term unemployed (over 12 months). Almost 20% of referrals were turned away as they were not long term unemployed. Whilst these individuals can be referred to other employability projects the provision is not identical to that of Workways+.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		The project will bolt on to the current Workways+ provision, utilising apportioned staff time and resources. Links have been made to other local authority employability projects to develop a cohesive provision. Partnerships have been developed with a wide range of support organisations including Neath Port Talbot CVS to ensure there are links with the third sector. Engagement with partners is ongoing through regular meetings and engagement with businesses has a joined up approach within

			the local authority business development unit.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		Workways+ STU will help address unemployment rates within the county borough and ensure individuals are supported to overcome their barriers to sustain employment.

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	<input checked="" type="checkbox"/>
Reasons for this conclusion	
The project will provide a positive solution to those who choose to access support available to assist with gaining qualifications and progressing into employment. For those who do not meet the criteria to be able to gain support, there is a network of support organisations and projects that people will be signposted to, ensuring they gain the most appropriate support.	

A full impact assessment (second stage) <b>is</b> required	<input type="checkbox"/>
Reasons for this conclusion	

	<b>Name</b>	<b>Position</b>	<b>Date</b>
Completed by	Oonagh Gavigan	Regional Managers, Workways+	31/01/2020
Signed off by	Simon Brennan	Head of Property & Regeneration	31/01/2020