

# GREATER LONDON AUTHORITY

## REQUEST FOR MAYORAL DECISION – MD2512

### Title: Digital Talent Programme – programme extension

#### Executive Summary:

The Mayor's Digital Talent Programme (the "Programme") is a £7 million fund to support the development of digital, tech and creative skills in young Londoners. The Programme is multi-stranded, with six separate project funding strands.

The purpose of this MD is to approve additional expenditure on the Programme of £210,000 to cover staffing costs over years 2019/20 and 2020/21 so as to allow for a programme extension to March 2021. This will in turn enable the team to meet all existing targets.

#### Decision:

That the Mayor approves:

additional expenditure of £210,000 in 2019/20 and 2020/21, from the Development, Enterprise and Environment (DEE) Minor Programme Budget, to pay for staff costs and allow the Digital Talent Programme to be extended to March 2021.

#### Mayor of London

I confirm that I do not have any disclosable pecuniary interests in the proposed decision and take the decision in compliance with the Code of Conduct for elected Members of the Authority.

The above request has my approval.

Signature:



Date:

3/9/19

## PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE MAYOR

### Decision required – supporting report

#### 1. Introduction and background

- 1.1. The Mayor's Digital Talent Programme is a £7m investment to help young people obtain the skills to fill digital, creative and technology occupations across London's economy. The programme is co-funded by LEAP – London's Local Enterprise Partnership (£5m) and the European Social Fund (ESF) (£2m), and is organised into six different strands, each with their own aims, funding and outcomes.

##### Previous decisions

- 1.2. This report follows two previous Mayoral Decisions, four previous Director Decisions, and two Assistant Director Decisions (see below), which authorised development work for the Programme:
- MD1563 (2015) Mayor's Digital Talent Programme;
  - DD1270 LEP Delivery Staffing Resources (FE Capital and Digital Skills Programmes) - £31,500 for the staffing costs in delivering the Digital Skills pilot programme;
  - DD1327 Phase 3 of the City Skills Fund Digital Skills £60,250 - research to support the specification and evaluation framework of the £5 million Digital Skills programme awarded to the LEP as part of the Local Growth Deal;
  - MD2040 (2016) Digital Talent Programme;
  - DD2118 (2017) Digital Talent Programme – revised financial allocation;
  - DD2204 (2017) Digital Talent Programme – Young Entrepreneur;
  - ADD2189 (2018) Digital Talent Programme – launch event; and
  - ADD2297 (2018) Digital Talent Programme – careers event.

#### 2. Objectives and expected outcomes

- 2.1. The objectives of the overall Programme remain the same as MD1563 which is to connect young Londoners with jobs by tackling the emerging skills gaps in the tech sector. The programme extension to March 2021 will allow providers more time to deliver the outputs as set out below:

	2017/18 (actual)	2018/19 (actual)	2019/20 (forecast)	2020/21 (forecast)	Total lifetime targets
Support 800 young Londoners to access new, industry approved learning opportunities (digital, employability and entrepreneurial skills).	35	258	255	255	803
Support 500 University students to gain new skills and work experience through SME placements.	0	0	250	250	500
Engage 400 start-ups and SMEs to access higher level skills that will support business growth.	0	0	133	267	400

Support 400 school and FE teachers to deliver industry-relevant digital skills learning and qualifications.	0	0	300	300	600
Signpost 2,000 young Londoners to access better information, sign-posting, careers guidance and inspirational events for digital, technology and digital-creative roles.	710	744	500	500	2,454

### Staffing and programme extension

- 2.2. DD2118 (April 2017) approved the programme extension to March 2020, with the proposal that the existing staffing resource (one G10 and one G8) for the project would be extended and funding of £249,000 sought via the annual budget setting process. However, the programme had encountered some delays due to resourcing and staff changes, and funding was not sought in 2017.
- 2.3. Considering that the programme has been extended twice (DD2118 and at the LEAP Board meeting in June 2018), there is now a need to request staffing budget to cover both 2019/20 and 2020/21. DEE Minor Programme Budget was sought to support this staffing requirement, and this was approved by then interim Executive Director of DEE, in August 2018:

	2019/20	2020/21
G6 (FTE 1.0)	£32,000	£42,000
G10 (FTE 1.0)	£68,000	£68,000
<b>Total</b>	<b>£100,000</b>	<b>£110,000</b>

- 2.4. Mayoral approval is now sought for expenditure of £210,000 from the DEE Minor Programme Budget to support the staffing required for 2019/20 and 2020/21.

### **3. Equality comments**

- 3.1. Under section 149 of the Equality Act 2010, as a public authority, the GLA is subject to the public sector equality duty and must have 'due regard' to the need to (i) eliminate unlawful discrimination, harassment and victimisation; (ii) advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and (iii) foster good relations between people who share a relevant protected characteristic and those who do. Protected characteristics under section 149 of the Equality Act are age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex, sex orientation, and marriage or civil partnership status (all except the last being "relevant" protected characteristics).
- 3.2. The purpose of the Digital Talent Programme remains unchanged from the original funding allocation. The Programme has a specific focus on inspiring and training more young women, young BAME Londoners, and young people who are not in employment, education or training (NEET) or are risk of NEET aged 16-24 years old to pursue careers in tech, digital and creative industries.
- 3.3. The extension of the programme will maximise the opportunities for young people in currently under-represented groups to enter the digital, tech and creative workforce.

#### 4. Other considerations

##### Links to Mayoral strategies

- 4.1 The Programme will *contribute* towards delivery of a key Mayoral manifesto commitment. This Programme forms part of a wider strategy that will be termed the 'Tech Talent Pipeline'. Per MD2040 of November 2016, the aim of the Programme is to help: "Establish a tech talent pipeline, through the Skills for Londoners taskforce<sup>1</sup>, following the model developed by New York, with more young people enabled and encouraged to gain key digital skills, and more apprenticeships in the sector. In particular [it] will ensure more girls are supported to develop tech skills, so that we can turn around the under-representation of women in tech jobs."

##### Risks and Mitigation

- 4.2 Key risk associated with this proposal: insufficient staffing resources to manage the programme and ensure that it meets its objectives to time, quality and budget. **Mitigation:** staffing resources will be reviewed on a regular basis to ensure that it meets project needs.

##### Other

- 4.3 There are no interests to be declared from those involved in drafting this decision.

#### 5. Financial comments

- 5.1 In relation to the programme extension to March 2021, all non-staff programme expenditure will be contained within the revised budget allocation of £6.5m approved by DD2118 (previously £7m).
- 5.2 However, the proposed extension has resulted in the need for staffing resource to support the extension amounting to £210,000 over the 2019-20 and 2020-21 financial-years (£100,000 & £110,000 respectively), which will be drawn-down from the DEE Minor Programme budget for each financial year.

#### 6. Legal comments

- 6.1 The decisions requested of the Mayor (in accordance with the GLA's Contracts and Funding Code) concern the exercise of the GLA's general powers, falling within the GLA's statutory powers to do such things considered to further or which are facilitative of, conducive or incidental to the promotion of economic development and wealth creation, social development or the promotion of the improvement of the environment in Greater London; and in formulating the proposals in respect of which a decision is sought officers have complied with the Authority's related statutory duties to:
- pay due regard to the principle that there should be equality of opportunity for all people;
  - consider how the proposals will promote the improvement of health of persons, health inequalities between persons and to contribute towards the achievement of sustainable development in the United Kingdom; and
  - consult with appropriate bodies.
- 6.2 In taking the decisions requested, the Mayor must have due regard to the Public Sector Equality Duty; namely the need to eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010 and to advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic (race, disability, gender, age, sexual orientation, religion or belief, pregnancy and maternity and gender reassignment) and persons who do

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<sup>1</sup> In July 2018 the Skills for Londoners Taskforce was disbanded and the Skills for Londoners Board and Business Partnership were established by the Mayor to continue to lead on this work.

not share it (section 149 of the Equality Act 2010). To this end, the Mayor should have particular regard to section 3 (above) of this report.

## **7. Planned delivery approach and next steps**

7.1. The next milestones for the programme are set out below:

<b>Activity</b>	<b>Timeline</b>
Set up Digital Skills Sub-Group (established as a subordinate body to the Skills for Londoners Business Partnership) to oversee the delivery and sustainability of the programme	September 2019
Deliver Digital Careers stand at Skills London	November 2019
Interim Meta-Evaluation report	January 2020
End of delivery for all strands	December 2020
End of programme evaluation	March 2021
Final Meta-Evaluation report	March 2021

### **Appendices and supporting papers:**

None.

### Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FoIA) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary. **Note:** This form (Part 1) will either be published within one working day after it has been approved or on the defer date.

### Part 1 - Deferral

**Is the publication of Part 1 of this approval to be deferred? NO**

Until what date: (a date is required if deferring)

### Part 2 – Sensitive information

Only the facts or advice that would be exempt from disclosure under FoIA should be included in the separate Part 2 form, together with the legal rationale for non-publication.

**Is there a part 2 form –NO**

### ORIGINATING OFFICER DECLARATION:

Drafting officer to confirm the following (✓)

#### Drafting officer:

PeiChin Tay has drafted this report in accordance with GLA procedures and confirms the following:

✓

#### Sponsoring Director:

Debbie Jackson has reviewed the request and is satisfied it is correct and consistent with the Mayor's plans and priorities.

✓

#### Mayoral Adviser:

Jules Pipe has been consulted about the proposal and agrees the recommendations.

✓

#### Advice:

The Finance and Legal teams have commented on this proposal.

✓

#### Corporate Investment Board

This decision was agreed by the Corporate Investment Board on 27 August 2019.

### EXECUTIVE DIRECTOR, RESOURCES:

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature

*M. D. Allen*

Date

*27.8.19*

### CHIEF OF STAFF: *As Mayoral Director, Policy.*

I am satisfied that this is an appropriate request to be submitted to the Mayor

Signature

*[Signature]*

Date

*27-8-19*