

Employ Local Accountable Body**Appendix 2****Risks and mitigation measures**

Risk	Mitigation	Risk rating
The Council's Employ Local Bid is not successful or decisions are delayed due to Brexit	<p>Bidding for external funding is a competitive process and there can be no guarantees of success. However the Council has been working with Derbyshire County Council for the last 18 months to develop a bid for Employ Local and a strong partnership is in place.</p> <p>No recruitment will commence until formal confirmation is received that the Council has been successful in winning the bid.</p>	Amber
Under performance impacts on funding draw down due to payment by results model resulting the in Council not being able to recoup project spend.	<p>The payment by result model means that under-performance would be penalised with a reduction in grant payments, despite expenditure being incurred. The Council's bid makes assumptions that at least 90% output delivery will be achieved. The range of deliverables that the Council would be assessed on, means that forecasting the financial penalty of individual deliverables isn't possible at this stage.</p> <p>Robust monitoring and governance arrangements are in place to enable contingency measures and remedial action to be implemented at an early stage to manage the risk of under performance.</p> <p>A cashflow forecast will be in place before the grant is accepted.</p>	Red
Delivering across Derby and Derbyshire leading to the Council being responsible for	The main delivery partner is Derbyshire County Council with who a close working relationship is already established. Derbyshire CC has a strong track record of successful delivery of SFA contracts to high quality standards. It holds the Matrix Standard for the quality of careers information, information and guidance	

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managing performance and the quality of the service across a much larger area.	<p>and its Adult Education Service is graded by Ofsted as “Good.” A project board will be established to closely monitor performance across the whole D2 area. The “Hubs and spokes” delivery model will ensure that provision is able to respond to needs and challenges in local areas.</p> <p>A Partnership Agreement will be drafted which defines;</p> <ul style="list-style-type: none">- the responsibilities of each of the parties involved in delivering the bid- Secondment arrangements in place for staff- Risk apportionment and governance arrangements	Amber
Target beneficiary overlap with other ESF Opt-in programmes result in competition between programmes and duplication of support provided to beneficiaries.	<p>Once other ESF programme contracts have been awarded, contact will be made with contract holders to establish co-operation and mutual support.</p> <p>Work closely with D2N2 and the ESF Technical Assistance programme to ensure robust co-ordination networks are in place and beneficiaries are supported through the appropriate programme to meet their needs.</p>	Amber
Lack of engagement of clients from the required target groups	<p>The Council and its partner organisations have established track records of working with the target groups.</p> <p>Regular programme monitoring will highlight the under-representation of any specific target group and resources will be allocated appropriately</p>	Amber

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Lack of engagement by employers	Staff time will be dedicated to employer engagement Financial incentives are incorporated into the programme Strong relationship with various employer led Boards including D2SEB, DRB, DEP	Red
Lack of sufficient apprenticeship and traineeship opportunities	There are a range of deliverables that the Council would be assessed on, including Apprenticeship & Traineeship, means that forecasting the financial penalty of individual deliverables isn't possible at this stage. Financial incentives are incorporated into the programme	Red
Clients fail to remain in employment for the required period of time	Job Coaches will be employed to ensure that clients are well suited, prepared and supported into employment and induction.	Amber