

SBCD Portfolio Objectives Definitions - Jobs

All projects and programmes will need to evidence, attribute and report on their contribution towards the SBCD Portfolio objectives of:

Jobs	To create over 9,000 jobs aligned to economic acceleration, energy, life sciences and manufacturing sectors across the region within 15 years (2017-2033)
Economic Impact (Originally GVA)	To contribute £1.8-2.4 billion of economic impact to the Swansea Bay City Region by 2033 and contribute to the region achieving 90% of UK productivity levels by 2033
Investment	To deliver a total investment in the region of £1.15-1.3 billion in the South West Wales Regional economy by 2033

Objective: Jobs Created

Project:

The SBCD project or programme as defined in the 9 headline business cases and including all phases, elements and deliverables.

Jobs:

The number of permanent, paid, full-time equivalent (FTE) jobs created following SBCD related support or intervention. This includes both part-time and full-time jobs, which should be recorded relative to full-time equivalent (FTE). FTE should be based on the standard full-time hours of the employer.

Apprenticeships can be included in FTE calculations provided the apprentice is likely to remain employed in the role following the apprenticeship.

During the delivery phase, construction jobs can be included and should be calculated in the form of 'FTE person years' of the hours that persons are employed at the site during the contract.

The following needs to be considered in assessing jobs created:

- A job created is defined by the contract or position not having existed with that employer before the intervention within the region.
- A job created should have an intended life expectancy of at least 12 months from the point at which it is created.
- A job created can be prorated by:
 - Duration less than 12 months
 - Employment hours less than the employer's standard full-time hours
- Only count each individual FTE or job once through the lifetime of a project (i.e. it should not be counted every year). Noting this would not apply to construction related jobs.
- The methodology of how jobs created are calculated needs to be documented by the Project delivery teams.
- A casual / seasonal job may also be counted, so long as the job is expected to re-occur over a period.

The following considerations are included:

- Direct Jobs Created (FTE) - Jobs directly created by SBCD projects, programmes and portfolio within the region, during any phase (excluding construction jobs) and aligned to the themes of the SBCD.

- Indirect Jobs Created (FTE) - Jobs indirectly created by SBCD projects, programmes and portfolio within the region, during any phase and aligned to the themes of the SBCD.
- Construction Jobs Created (FTE person years) - Jobs created through the construction phase(s) of SBCD funded project infrastructure.

Created:

Achieved through clear and evidenced project assistance or attribution. This could include financial support, tenancy arrangements, collaboration or project delivery. The job did not exist within the region prior to the activity.

Evidence:

Documented and verified information that will provide auditable evidence of the achievement and attribution of a specified objective. Examples of the types of evidence are provided but projects may have additional and alternative means of evidencing benefit information.

Jobs safeguarded

Although not a Portfolio level objective, jobs safeguarded features within certain SBCD Project/Programme business cases. In this event, a safeguarded job is defined as a permanent and paid job that was at risk prior to support being provided, and which the support helped the business to retain. This includes sole traders and business owners. A project level benefit for Jobs Safeguarded should be treated separately to Jobs Created, but the same considerations can be used for the Jobs Created section above.

<p>Direct Jobs Created</p>	<p>Jobs directly created by SBCD projects, programmes and portfolio within the region, during any phase (excluding construction jobs) and aligned to the themes of the SBCD.</p> <p>Examples of direct jobs:</p> <ul style="list-style-type: none"> • Project teams recruited using SBCD funds • Jobs directly created in SBCD funded infrastructure projects e.g. management / operation of new business premises or course • Jobs directly created in enterprises receiving grants / assistance from SBCD funds or resources. <p>Examples of Evidence:</p> <ul style="list-style-type: none"> • Written confirmation that the jobs have been created. • Personnel records showing the increase in headcount • Any other documents showing that these directly relate to the project • Apprenticeship employment records
<p>Indirect Jobs Created</p>	<p>Jobs indirectly created by SBCD projects, programmes and portfolio within the region, during any phase and aligned to the themes of the SBCD.</p> <p>Examples of indirect jobs:</p> <ul style="list-style-type: none"> • Jobs created in businesses / organisations locating within SBCD funded premises

	<ul style="list-style-type: none"> • Jobs created in businesses / organisations utilising SBCD funded facilities / infrastructure • Jobs created in supply chains because of SBCD funded initiatives • Jobs created because of collaboration with partners through SBCD • Indirect jobs created in other regional programmes / investments that have been catalysed by a project or programme <p>Examples of Evidence:</p> <ul style="list-style-type: none"> • Written confirmation that the jobs have been created from supported businesses / organisations • Personnel records showing the increase in headcount • Any other documents showing that these indirectly relate to the project activities • Apprenticeship employment records
<p>Construction Jobs Created</p>	<p>Jobs created through the construction phase(s) of SBCD funded project infrastructure.</p> <p>Examples of construction jobs:</p> <ul style="list-style-type: none"> • Persons employed on site through main contractor and sub-contractors over the course of the contract related to construction of SBCD infrastructure • Persons employed to oversee design and delivery of construction activities from date of contract until completion including management consultants <p>Examples of Evidence:</p> <ul style="list-style-type: none"> • Written confirmation related to persons employed during design and construction phase of the project • Personnel records showing the increase in headcount • Any other documents showing that these directly relate to the project design and construction • On-site headcount records eg: CDM records • Apprenticeship employment records