



**Special Economy and Enterprise
Overview and Scrutiny Committee**

Date Monday 15 December 2014
Time 9.30 am
Venue Committee Room 2, County Hall, Durham

Business

Part A

Items during which the Press and Public are welcome to attend. Members of the Public can ask questions with the Chairman's agreement.

1. Apologies for Absence
2. Substitute Members
3. Declarations of Interest, if any
4. Items from Co-opted Members or Interested Parties, if any
5. Digital Durham Programme - Update: (Pages 1 - 4)
Report of the Corporate Director, Resources.
6. Affordable Housing Delivery - Update: (Pages 5 - 10)
Report of the Corporate Director of Regeneration and Economic Development.
7. Housing Stock Transfer Project - Update: (Pages 11 - 16)
Report of the Corporate Director of Regeneration and Economic Development.
8. Increasing Young People's Employment Opportunities (18-24) within County Durham - Update on Recommendations: (Pages 17 - 36)
Report of the Corporate Director of Regeneration and Economic Development.
9. Such other business as, in the opinion of the Chair of the meeting, is of sufficient urgency to warrant consideration

Colette Longbottom
Head of Legal and Democratic Services

County Hall
Durham
5 December 2014

To: **The Members of the Economy and Enterprise Overview and Scrutiny Committee:**

Councillor R Crute (Chairman)
Councillor A Batey (Vice-Chairman)

Councillors E Adam, J Armstrong, J Bell, J Clare, J Cordon, I Geldard, D Hall, C Kay, J Maitland, P McCourt, H Nicholson, R Ormerod, A Patterson, J Rowlandson, M Simpson, P Stradling, O Temple, A Willis and S Zair

Co-opted Members:

Mr E Henderson and Mr I McLaren

**Economy and Enterprise Overview
and Scrutiny Committee**

15 December 2014



Digital Durham Programme - Update

Report of Don McLure, Corporate Director Resources

Purpose of the Report

- 1 To provide members of the Economy and Enterprise Overview and Scrutiny Committee with an update on the progress of the Digital Durham Programme.

Background

- 2 The Digital Durham Programme aims to provide superfast broadband access for an appropriate fee to all businesses, homes and communities across the County. The Programme includes Gateshead, Sunderland, the 5 Tees Valley Councils, North and South Tyneside Councils with Durham taking the lead.
- 3 Based on the outcome of the procurement process and completion of the programme, 96% of premises in Durham will have access to a superfast broadband (in excess of 24 megabits per second mbps) while 98% will have access to a fibre broadband service (sometimes known as Next Generation Access or NGA)..
- 4 Broadband Delivery UK, the Government's broadband delivery programme has now split the rollout of fast speed broadband access into three phases. Phase one, which we are in, will take access to 90% nationally. Phase 2, which we are currently bidding for, will take access to 95% nationally and phase 3 will aim to provide access to the final 5% of premises.
- 5 Delivery of the Digital Durham programme will exceed national access to superfast broadband expectations.
- 6 The superfast rollout is primarily aimed at a retail product and services will be sustainable and provided by retail Internet Service Providers (BT, Sky, Talk Talk etc.) at the same rates that are provided across the country. The infrastructure, however, will support more commercially available products.
- 7 All remaining premises in the County will have access to a minimum service of 2mbps per second and the programme will continue to try and improve this service level.

Programme update

- 8 Work continues to take place in the following BT exchange areas: Bishop Auckland; Cockfield; Consett; Durham; Sacriston; Sherburn Hill; Shildon; Spennymoor; Staindrop; Thornley; West Auckland; Willington, Beamish, Coxhoe, Crook, Meadowfield, New Brancepeth, Peterlee, Stanley, Washington, Burnopfield, Dipton, Lanchester, Wellfield, Sedgefield, Ryton, Trimdon, Witton le Wear, Rushyford, Redcar, Hylton, Greatham, Felling, Easington, Ebchester, Blaydon, Dunston, Darlington, Edmundbyers, Eston Grange, Gateshead, Middlesbrough, Piercebridge, Seaham, Sunderland North, Tow Law, Whitburn.
- 9 132 cabinets across these areas are engineering complete of which 127 are now taking orders for fibre broadband services.
- 10 In addition BT Openreach have physically installed a further 94 new fibre cabinets, however these are not fully operational as they require either power, access to a fibre spine, or have duct blockages which need clearing.
- 11 In terms of delivery; the Programme is slightly ahead of schedule and as a result of the Council's intervention over 30,000 additional premises in the County can now access improved fibre based broadband services.
- 12 The Programme Team won runner up in the Council's 'Great Staff Great Stuff' Team of the Year awards evening on 1 December 2014.
- 13 Our bid for the Phase 2 contract will be returned on 23 January 2015. The estimated date for phase 2 contract award is 2 March 2015.
- 14 Demand stimulation activities continue across the County, in areas where fibre cabinets have been installed, making owners/occupiers of premises aware of the benefits of superfast broadband and how to obtain the new service.
- 15 This activity takes many forms including:
 - a. Marketing literature: leaflets, posters, guard rail boards, banners, pull up banners, feather flags, postcards: street image flyer:
 - b. Case studies: A family from Consett, Dyer engineering.
 - c. The Digital Durham website www.digitaldurham.org
 - d. Cabinet stickers
 - e. Events: Cestria Housing Online Owls sessions, Sacriston Party in the Park, Get online week took in Millennium Place in Durham City Centre, Bishop Auckland Town Hall and Consett, ICT awareness day, ICT conference, Trimdon launch.
 - f. Articles: Members newsletter (monthly article), County Durham News (quarterly article to residents), Buzz staff magazine (monthly article).
- 16 Take up of superfast broadband services, which need to be ordered by the residents and businesses is being monitored and is currently projecting to be in excess of 20%

Recommendations

17 Members of the Economy and Enterprise Overview and Scrutiny Committee are asked:-

- (i) To note and comment upon the information provided.
- (ii) To agree to receive a further progress report on the development of the Digital Durham programme at a future meeting of the Committee.

Background papers:

Big Board 2 Programme Update Report 19 November 2014

Digital Durham Strategic Board Demand Stimulation Report 28 October 2014

Contact: Tony Thompson - Commercial Manager – 03000 261052
Author: Tony Thompson – Commercial Manager – 03000 261052

Appendix 1: Implications

Finance – None

Staffing - None

Risk - None

Equality and Diversity –None

Accommodation - None

Crime and Disorder - None

Human Rights - None

Consultation – None

Procurement - None

Disability Discrimination Act –None

Legal Implications – None

**Economy and Enterprise
Overview and Scrutiny Committee**

15 December 2014



Affordable Housing Delivery - Update

**Report of Ian Thompson, Corporate Director, Regeneration and
Economic Development**

Purpose of the Report

1. The purpose of this report is to outline the extent of affordable housing delivery throughout County Durham.

Background

2. Affordable housing can be defined as:

*Affordable housing includes social rented and intermediate housing, provided to specified eligible households whose needs are not met by the market. –
Communities and Local Government.*

3. Affordable housing delivery within County Durham forms an essential part of the overall housing market throughout the county.
4. The Strategic Housing Market Assessment (SHMA) identifies there is an annual shortfall of 674 affordable units.
5. There are a number of types of affordable housing; each is designed to meet the affordable housing needs of our customers.
6. The main types of affordable housing are:

Affordable Rent

7. Properties that are developed by House Builders or Registered Providers and are to be rented, are generally rented at what is deemed to be an affordable rent. Affordable rent is 80% of the market rent for that area.

Social Rent

8. Social rent can be charged as an alternative to affordable rent, there is very little variation within the county between the two types of rent, however in the South East there can be considerable differences. Social rent is calculated based on a government formula which ensures rental is kept low.

Discount Market Sale

9. Discount market sale is a product which allows customers to purchase the property at a discount. Generally the discount is in the region of 30%. The discount amount is held in perpetuity and can only ever be sold at 70% of its market value, meaning the property remains affordable.

Shared Equity

10. A scheme of shared equity allows a prospective purchaser to own a proportion of the property and for a Registered Provider to own the remainder. The homeowner over time can opt to purchase more equity in the property until they own the property outright.
11. There are a number of additional schemes, which are marketed to first time buyers, these include home buy initiatives set by government, many of these schemes are developed to stimulate the housing market and do not necessarily aim to provide affordable housing.

Past Performance

12. The number of affordable homes over the past 4 years has steadily increased as follows:

In 2009/10 a total of 223 affordable units were delivered

In 2010/11 a total of 289 affordable units were delivered.

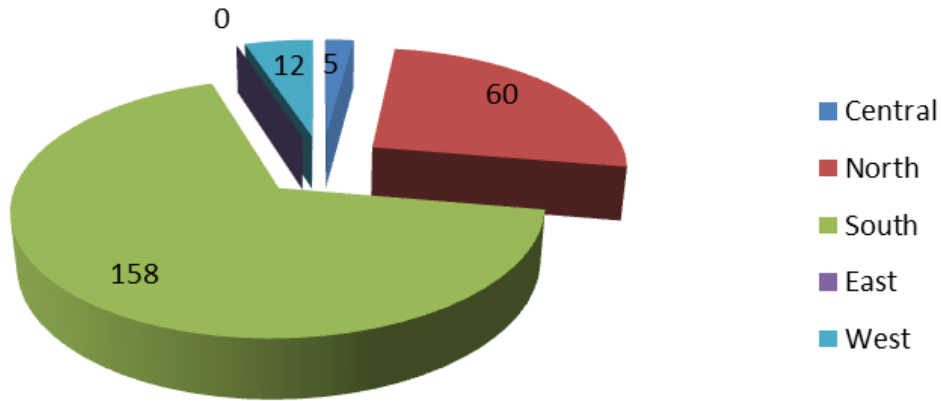
In 2011/12 a total of 344 affordable units were delivered.

In 2012/13 a total of 389 affordable units were delivered.

In 2013/14 a total of 412 affordable units were delivered (669 Inc Help to Buy).

13. On July 22nd 2014 the Homes and Communities Agency (HCA) launched their affordable homes programme 2015 – 2018. This programme invited bids from Registered Providers to seek funding to assist in the delivery of affordable housing. The programme has two elements, these being; 'Firm Schemes' where sites have been identified and where a start on site can be programmed and also a process of 'Continuous Market Engagement' allowing schemes to come forward as sites progress.
14. Registered Providers within Durham were awarded in the region of £5.2m in grant assistance, in respect of firm schemes, with an average grant rate of £22,000 per unit, enough to deliver 235 units, the allocation of these units by delivery area is shown below:

AHP 2105 -18 Number of Units by Delivery Area



15. It is noted that the east of the county has had no firm development sites within the HCA programme. However, through the continuous market engagement route, Registered Providers have highlighted schemes within the east, thus redressing the geographic balance.

Moving Forward

16. Through the latest Strategic Housing Market Assessment (SHMA), affordable housing requirements have been set for developments to include the following affordable housing percentages:

North	-	15%
South	-	10%
West	-	15%
Central	-	20%
East	-	10%

17. To seek to address this affordable housing requirement, the council will work alongside RP's and Developers to promote developments of the right tenure mix. Any proposals will be assessed against the SHMA and the emerging County Durham Plan to ensure new affordable housing is located within those areas of most need.

18. It is projected to deliver in the region of 400 affordable units in 2014/15, this will be through the HCA affordable homes programme, S106 developer obligation and through affordable housing schemes delivered via RP's using their own resources.

Recommendation

19. That the members of the Economy and Enterprise Overview and Scrutiny Committee note and comment upon the information provided in the report.

Background papers:

HCA Affordable Homes Prospectus 2015 – 2018.

Contact: Richard Roddam, Housing Development & Delivery Manager
Tel: 03000 265 258 E-mail: richard.roddam@durham.gov.uk

Appendix 1: Implications

Finance – None

Staffing - None

Risk - None

Equality and Diversity – None

Accommodation – None

Crime and Disorder – None

Human Rights - None

Consultation - None

Procurement – None

Disability Discrimination Act- None

Legal Implications - None

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**Economy and Enterprise
Overview and Scrutiny Committee**

15 December 2014

Housing Stock Transfer Project – Update



**Report of Ian Thompson, Corporate Director, Regeneration and
Economic Development**

Purpose of the Report

- 1 To provide Members of the Economy and Enterprise Overview and Scrutiny Committee with a further update in relation to the progress of the Housing Stock Transfer Project.

Background

- 2 The Economy and Enterprise Overview and Scrutiny Committee have received regular update reports on the Council's plans to transfer the ownership of its housing stock to a new "group" which will be made up of its existing housing management organisations since December 2012.
- 3 The most recent update was provided to committee on the 22 September 2014, when Members received details of the outcomes of the consultation process and the ballot; and the next steps in the transfer process.
- 4 The Economy and Enterprise Overview and Scrutiny Committee were advised at the meeting on the 22 September 2014 that the Department for Communities and Local Government (DCLG) has asked the Council to complete the transfer of its homes by the 31 March 2015, if it is to access the financial support it has requested.

Current Position

- 5 The Economy and Enterprise Overview and Scrutiny Committee were updated at the meeting on the 22 September 2014 that Durham County Council's Cabinet had accepted the positive outcome of the ballot, in which 11,316 tenants voted with 9,149 (82%) of tenants voting in favour of the proposed transfer. Cabinet subsequently agreed to proceed with the transfer process.
- 6 Economy and Enterprise Overview and Scrutiny Committee were also advised that there is a significant amount of work that will need to be completed by the Council and the County Durham Housing Group if the transfer is to complete within the timescales set by the Government.

Therefore Council and the County Durham Housing Group are working closely together to meet the challenging timescale by completing the following key pieces of work:

- Conversion of the council's existing housing management organisations into Community Benefit Societies and registration with the Financial Conduct Authority (FCA) and HMRC as charities.
 - Appointment of an Executive Management Team for the County Durham Housing Group.
 - Securing offers of funding from potential lenders and the development of a Funding Agreement to support the transfer.
 - Development of a Transfer Agreement between the Council and the County Durham Housing Group.
 - Mapping, searches and the provision of warranties for land that will transfer to the County Durham Housing Group.
 - Cabinet agreement to seeking final consent from the Secretary of State (CLG) for the transfer to take place.
 - Completion and signing of the Transfer Agreement and Funding Agreement with the transfer taking place on the 23 March 2015.
- 7 Dale & Valley Homes, Durham City Homes, East Durham Homes and the County Durham Housing Group Ltd's were converted to Community Benefit Societies when they were successfully registered with the FCA in November 2014. Registration with HMRC is ongoing and is expected to be completed early in 2015.
- 8 The County Durham Housing Group Chief Executive and the Group Director of Finance and Resources were recruited in October 2014. Recruitment for the remaining posts in the Group's executive management team (Group Director for Assets and Regeneration and Group Director for Performance and Business Planning) will be completed by the end of January 2015.
- 9 Six potential funders (including banks, building societies and institutional lenders) visited the County in November 2014 to learn more about the proposed transfer and see the types of homes and neighbourhoods that will transfer to the County Durham Housing Group. Funders' visits are an important part of the transfer process as they inform funders' decisions as to whether they will make an offer to support the transfer of homes from the Council to the new County Durham Housing Group.
- 10 Offers of funding will be received by the County Durham Housing Group Ltd Board in early December 2014, with a decision on the preferred funder (or funders) by the 19 December 2014. Once the preferred funder (or funders) has been identified the Group will work with them to prepare a legally binding Funding Agreement. The Funding Agreement will set out the terms of the loan being offered and the covenants that the Group will be expected to meet.

- 11 A detailed Transfer Agreement is already in development and sets out:
- The schedules and contracts agreeing the transfer of land and other assets to the County Durham Housing Group.
 - A Deed of Covenant which underpins the delivery of the promises the Council made in its Offer Document.
 - The proposed Service Level Agreements between the Council and the County Durham Housing Group.
 - A Development Agreement.
 - Information related to the Transfer of Undertakings and Protection of Employment (TUPE) transfer issues for staff affected by the transfer proposal.

The Transfer Agreement will continue to be developed until March 2015.

- 12 The Council has established a team of legal conveyancers and GIS mappers to identify the land that will transfer to the County Durham Housing Group and complete the required searches to provide the necessary warranties for the Group to take ownership of land. The Council's team continue to work closely with the County Durham Housing Group to review proposed sites and discuss emerging issues based on the report Cabinet received on the 10 September 2014 which set out the principles of land transfer.
- 13 A report will be submitted to Cabinet in February 2015 which will explain the terms of the Transfer Agreement, next steps in the transfer process and should recommend that the Council applies to the Secretary of State for consent to dispose of its housing stock. Providing the Cabinet agree the recommendation, the Council will submit a letter to the Secretary of State (CLG) formally applying for consent under section 32-34 and/or 43 of the Housing Act 1985 at least four weeks before the proposed transfer date.
- 14 The Funding Agreement and Transfer Agreement are scheduled for completion by mid-March 2015 with the transfer planned to take place on the 23 March 2015.

Recommendations

- 15 That the Members of the Economy and Enterprise Overview and Scrutiny Committee note and comment upon the information provided in the report.
- 16 That the Economy and Enterprise Overview and Scrutiny Committee continue to receive further progress updates in relation to the development, impact and delivery of the new arrangements for housing in County Durham.

Background papers:

- Durham County Council Cabinet Report 10 September 2014
- Economy and Enterprise Overview and Scrutiny Committee Report 22 September 2014

Contact: Marie Roe
Tel: 03000 261 864 E-mail: m.roe@daleandvalleyhomes.co.uk

Appendix 1: Implications

Finance

The Council is currently operating within a HRA self-financing debt cap of £245m (as of April 2012). This debt cap has almost been reached and the Council is therefore unable to borrow any further to invest in areas such as new build housing development. The proposed housing stock transfer will enable the new group of landlords to borrow additional funds to invest in housing, regeneration and support services for tenants. In order to qualify for debt write-off, Government have however directed that the transfer must be completed by 31 March 2015.

Staffing

Detailed work continues on the impact of the proposed transfer on the Council's services and staff associated with Council housing and its support. This work is being undertaken by Human Resources and Legal Services in full consultation with potential staff affected. Staff potentially affected by a TUPE transfer either from the Council or within the proposed new group of landlords will be fully informed and consulted with as part of the formal TUPE consultation.

Risk

The transfer of the Council's homes must be planned and managed effectively by both the Council's transfer team and the County Durham Housing Group to ensure the challenging deadline is achieved by the end of March 2015.

Equality and Diversity

The formal consultation process has provided all individuals and organisations with an interest in the future of the Council's housing stock with the best opportunity to express their view on the transfer of the Council's homes in County Durham. The formal consultation process has been delivered through the implementation of a communication and consultation plan and active tenant engagement in the development of the Offer Document.

The Offer Document makes specific provisions for:

- Tenants with a disability
- Elderly tenants
- Young tenants
- Tenants experiencing problems with managing money and debt
- Improving quality of life for tenants across the county

According to the Equality Impact Assessment undertaken on the proposed transfer it will impact on protected characteristics. Impacts in terms of stock transfer are positive, as accessing additional funding will improve housing, neighbourhoods and services and will stimulate the local economy. This may be particularly beneficial for women who have an increased demand for social housing and disabled and older people who require homes to meet specific housing needs. Younger people and people raising a family will also benefit from an improved social housing offer resulting from stock transfer. Transfer may also enable access to additional funding to strengthen and improve tenancy support services to mitigate the effects of welfare reform.

Accommodation

The proposed new group of landlords will continue to work with the Council to identify suitable accommodation for the proposed new County Durham Housing Group Limited ahead of the transfer deadline.

Crime and Disorder

None

Human Rights

None

Consultation

Formal consultation has been undertaken with all secure and introductory tenants, providing an opportunity for 21,908 tenants and 193 leaseholders to comment and vote on the Council's transfer proposal.

Procurement

None.

Disability Issues

None

Legal Implications

There is a clear process for the transfer of homes set out in the Government's Housing Transfer Manual. The transfer of homes can only go ahead if the Council observes the outcome of the ballot that a majority of tenants voting in the ballot voted in favour of the proposal.

The transfer process will continue to be supported by the Council's legal advisers for stock transfer and the County Durham Housing Group's legal advisers.

**Economy and Enterprise
Overview and Scrutiny Committee**

15 December 2014



**Increasing Young People's
Employment Opportunities (18-24)
within County Durham - Update on
Recommendations**

**Report of Ian Thompson, Corporate Director, Regeneration and
Economic Development**

Purpose of the Report

- 1 The report describes the progress made in relation to the recommendations made in the 'Increasing Young People's Employment Opportunities (18-24) within County Durham Scrutiny Review Report published in June 2012.

Background

- 2 The Economy and Enterprise Overview and Scrutiny Committee commenced the 'Increasing Young People's Employment Opportunities (18-24) within County Durham' Scrutiny Review in October, 2011 as a result of Members identifying as an area of underperformance RED PI 7, the number of 18-24 year olds claiming Jobseekers Allowance. Members of the Committee were concerned at the continued increase within County Durham of young people aged 18 -24 claiming JSA.
- 3 As part of the refresh of the Committee's work programme for 2011/12, Members agreed that a focused piece of work should be undertaken looking at how Durham County Council and Partners could further develop partnership working to increase the employment opportunities of young people (18-24) within County Durham.
- 4 During the review evidence was gathered in relation to the following areas:
 - The national policy context and the implications for County Durham.
 - Employment trends within County Durham.
 - Details of various interventions available for young people aged 18-24 years of age.
 - Work currently undertaken to enhance employment opportunities for young people.
 - Engagement activity with employers and issues/barriers experienced by employers in relation to employing young people.
 - Case studies of young people engaged in various interventions and examples of best practice in relation to employer engagement.
 - Visits to various providers to see the support currently available to young people in the 18-24 age group.

5 The review made the following key findings which were welcomed by the Regeneration and Economic Development Service Grouping and the County Durham Economic Partnership:

- Young people need to access the world of work at the earliest opportunity via work experience and various collaborative schemes focusing on key stage 4 (14-16).
- AAPs have significantly increased the employment opportunities of young people in County Durham via various local projects. There is a need to share details of the various projects amongst the AAPs.
- The need to continue to develop young people's less measurable employability skills via work experience, volunteering and pre-employment.
- The need to continue to promote and develop the apprenticeship offer within County Durham including the continued development of apprenticeships within Durham County Council.
- Continue to ensure that the information, advice and guidance provided to young people is sector relevant with employer input.
- The need to use existing transport networks/provision to benefit young people accessing training and employment opportunities.
- A number of models of good practice within County Durham were identified.
- Continue to monitor the development of the Youth Contract within County Durham.

Current position

6 The attached action plan (Appendix 2) provides information on the progress made in relation to the recommendations contained in the review report and where appropriate identifies future planned actions to be undertaken.

Recommendations

7 Members of the Economy and Enterprise Overview and Scrutiny Committee are asked to consider and comment upon the progress made in relation to the recommendations contained in the Scrutiny review report.

Background Papers

Economy and Enterprise Overview and Scrutiny Review report – 'Increasing Young People's Employment Opportunities (18-24) within County Durham'.

Contact: Graham Wood, Economic Development Manager
Tel: 03000 262 002 **E-mail:** graham.wood@durham.gov.uk

Appendix 1: Implications

Finance – None

Staffing - None

Risk - None

Equality and Diversity –Equality and Diversity issues will be addressed within the individual initiatives and schemes which provide employment support and job creation.

Accommodation - None

Crime and Disorder - None

Human Rights - None

Consultation – None

Procurement - None

Disability Discrimination Act – Disability issues will be addressed within any individual initiatives and schemes which provide employment support and job creation opportunities.

Legal Implications – None

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**OVERVIEW AND SCRUTINY WORKING GROUP REPORT – INCREASING YOUNG PEOPLE’S EMPLOYMENT OPPORTUNITIES (18-24) WITHIN COUNTY DURHAM
 REVIEW OF RECOMMENDATIONS CONSIDERED BY CABINET ON 20TH JUNE, 2012.**

Review Recommendation	Progress report of action taken to implement recommendation	Resib'ty	Timescale
1) That Cabinet and the County Durham Economic Partnership (CDEP) continue to promote work experience and schemes such as the 'Business Ambassador Programme' as useful models of collaborative working between educational institutions and business within County Durham.	<p>Work Experience continues to be offered to schools and colleges across County Durham on a block and extended basis through the Durham Education Business Partnership. This service is offered to students at KS4 and post 16. It is important to note that a number of schools are now organising their own work experience placements. There is also an increasing number of organisations who are offering work experience services to schools and colleges. This has had an impact on the work of the Durham Education Business Partnership. For example, in 2011/2012 it arranged 2252 work experience placements. In 2014/2015 it is expected to arrange 1400 work experience placements.</p>	Sue White (CAS)	Ongoing
	<p>The issues of progression between school and work were raised with the Council and the County Durham economic Partnership as a particular concern by a number of businesses across the County. Following a short review undertaken during 2013/14, a School business Board has been created to assist in the preparedness and progression of young people into work and to also provide simplified and structured methods for businesses to engage with schools.</p>	Graham Wood (RED)	Ongoing

Review Recommendation	Progress report of action taken to implement recommendation	Resib'ty	Timescale
<p>2) That the information gathered from the respective AAPs for the Working Group is shared as examples of work undertaken to engage young people into employment.</p> <p>3) (a) That Cabinet and the County Durham Economic Partnership (CDEP) continue to support and promote the development of effective pre-employment programmes which have employer input and equip young people with the necessary less measurable employability skills which are desired by employers.</p>	<p>The Education Business Partnership continues to recruit volunteers from companies across the County as Business Ambassadors. In 2013/14, an additional 93 volunteers were trained as Business Ambassadors. In the same period, there were 1030 interventions by Business Ambassadors in schools and colleges.</p> <p>At the time of the review 10 of the 14 AAPs had young people and employment within their top three priorities. Since the review was completed in 2012, significant levels of support have been received from the individual AAPs across the County, with the majority supporting youth unemployment activity through financial allocations to the County Durham Apprenticeship Programme.</p> <p>(a) The use of pre-employment programmes remains central in the progression of clients into sustained work, allowing a tailored delivery of general employability skills, interpersonal skills and specific work related requirements. Pre-employment Training programmes are undertaken by many of the Employment & Skills providers across the County, initiated either through direct Company contact or through working arrangements with the Council or JCP.</p>	<p>Linda Bailey (CAS)</p> <p>Graham Wood (RED)</p> <p>Julie West (RED)</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>

Review Recommendation	Progress report of action taken to implement recommendation	Resib'ty	Timescale
	<p>(b) Durham Employment and Skills deliver flexible and bespoke Pre-Employment Training (PET) programmes, designed to meet either specific employers or wider sectoral needs. The programmes are developed in conjunction with employers, taking into account specific skills that may be required, with examples of working in partnership including Barclays Bank, Co-op Distribution, Costa Coffee, Dominos, Grorud Engineering and CIE-in partnership with DCC. PET programmes will include training in areas such as: Health & Safety; Food Hygiene; Manual Handling; First Aid; Fire Safety; Maths and English. However, this training is also underpinned with unaccredited programmes to support clients in preparing them for work with, for example, CV Building, Interview Techniques, Customer Service, Rights and Responsibilities at Work, Equality & Diversity, Team Building, Numeracy in the Workplace, etc.</p> <p>In the current apprenticeship programme, RED provides funding to SME's in County Durham via an Apprenticeship Incentive scheme that provides assistance to local employers in relation to supporting salary costs over a two year period of employing an apprentice. As part of this initiative young people receive a pre-employment training course prior to starting the apprenticeship programme. This programme is now entering its fourth year of operation.</p> <p>(c) The current ESF project, 'LA7 Youth Participation Project' has in the county commissioned fifteen delivery partners since February 2014. Provision is targeted at vulnerable young people and those furthest</p>	Linda Bailey (CAS)	Ongoing

Review Recommendation	Progress report of action taken to implement recommendation	Resib'ty	Timescale
<p>Page 24</p> <p>(b) That Cabinet and the County Durham Economic Partnership (CDEP) use the model of partnership working adopted for the County Durham Apprenticeship Programme (CDAP) to develop further apprenticeship programmes within County Durham acknowledging the financial constraints that exist across the sectors.</p>	<p>from the labour market. Provision is designed to re-engage NEET young people from 16 to 19 and up to 24 if they have a Learning difficulty Assessment. Much of the provision is focussed on employability skills and experience. The contract ends July 2015 however a case for growth and extension will be submitted to the Skills funding Agency in December by Gateshead local authority as the lead partner.</p> <p>The County Durham Apprenticeship Programme initially delivered in November 2011, has been developed and extended through the securing of external funding and the financial support of a number of the County's Area Action Partnerships.</p>	<p>Graham Wood (RED)</p>	<p>Ongoing</p>
<p>4) Whilst recognising the implications of the MTFP savings on current workforce figures. It was felt that Cabinet should continue to promote in principle the development of the apprenticeship offer within Durham County Council.</p>	<p>Following an initial pilot programme within RED where 15 apprenticeship opportunities were created, service groupings across the council have begun to review the opportunities to provide apprenticeship positions either as supernumary positions or through the routine process of reviewing staffing requirements. At present there are approximately 142 apprentices employed by the County Council.</p>	<p>Graham Wood (RED)</p>	<p>Ongoing</p>

Review Recommendation	Progress report of action taken to implement recommendation	Resib'ty	Timescale
<p>5) That Cabinet and the County Durham Economic Partnership (CDEP) note the model of delivery developed by Derwentside Training as an example of good practice in creating local employment opportunities.</p>	<p>Derwentside Training (DT) now referred to as Durham Employment and Skills (DES) has worked with employers across County Durham, and beyond, for many years in providing support to address the training needs of their employees. DES has expanded its Employer Relations Team whose main purpose is to engage local employers and develop/provide support to meet their requirements whilst meeting the needs of unemployed clients within the localities in which the employers are based. Once in work the team provide post employment support to both the client and the employer with the aim of removing any barriers and sustaining employment.</p> <p>The team also provide employers with opportunities to extend our provision of learning opportunities to their current work force, enabling the development of staff whilst in the work place, leading to a more motivated and sustainable work force.</p> <p>Within the current work Programme contract (Jul 11 – to date) DES have been successful in supporting over 400 clients into work.</p> <p>DES have been successful in moving clients into Apprenticeship frameworks, for example, we have recently been successful with Barclays Bank, who have recruited 15 Apprentices from our client base into a Customer Service Apprenticeship framework. Barclays Bank has indicated that they would like to continue this partnership with Derwentside Training to provide more Apprenticeship opportunities to our clients.</p>	<p>Julie West (RED)</p>	<p>Ongoing</p>

Review Recommendation	Progress report of action taken to implement recommendation	Resib'ty	Timescale
<p>67</p> <p>(a) That Cabinet and the County Durham Economic Partnership (CDEP) acknowledge the TRT approach adopted by the Authority as a model of good practice in providing a significant number of job starts and/or apprenticeships to young people in County Durham.</p>	<p>(a)The TRT project has been running since Feb 2011, supported through a grant from North Tyneside Council & the European Social Fund Funding. The project is supported through the DCC TRT Charter (adopted July 2011), Procurement & Commissioning Strategy & Policies (updated March 2012), Regeneration Statement, The Council Plan and the emerging Planning Policy (Developer's Contribution Policy). There are almost 430 beneficiaries to date ranging from 289 jobs, 89 apprenticeships, 39 work experiences and placements and further opportunities estimated over the coming years through various projects. There are 33 live projects ranging from procurement contracts, planning obligations and voluntary agreements, at varying stages of implementation where opportunities for jobs, apprenticeships, work experiences and placements as well as site visits have been agreed. Once the TRT clause is agreed in either the Procurement Contract, Planning Obligation or Voluntary Agreement the contractors are supported by the Employability Team to meet their obligations. Other partners include Job Centre Plus, National Apprenticeship Service, DCC Education Business Partnership & various local training providers, employment support initiatives/ voluntary and community sector organisations.</p> <p>(b) Utilising Commissioning and Procurement Policies the Employability Team and Procurement have secured a number of construction related apprenticeships within contracts or their supply chain. Where the size and duration of the project is sufficient to secure opportunities the targets are included as a contract requirement. Examples to date include:</p>	<p>Graham Wood (RED)</p>	<p>Ongoing</p>

Review Recommendation	Progress report of action taken to implement recommendation	Resib'ty	Timescale
<p>(b) That Cabinet and the County Durham Economic Partnership (CDEP) continue to reinforce and publicise with schools, parents and students the importance of work experience/work placement in determining young people's employment opportunities. This must be seen as part of the Council's approach to 'Think Family' and the 'One Point' service offer.</p>	<p>122 jobs and 22 apprenticeships created on East Durham Homes Capital Works Programme as well as 12 jobs and 6 apprenticeships on the Councils' road surfacing and footpath patching frameworks. Further opportunities are secured through utilising Section 106 planning agreements or Unilateral undertaking. This method secures either a financial levy to fund employability outcomes or a commitment to work with the Employability Team to secure apprenticeships, jobs and work experiences. One such example is the contribution that was secured from the Tindale Crescent Phase 2 development in Bishop Auckland which has supported the creation of 46 apprenticeship opportunities.</p>	<p>Graham Wood (RED)</p>	<p>Ongoing</p>
	<p>(a) The TRT project continues to reinforce the importance of work experience and work placements secured as part of Corporate procurement processes. Further opportunities to secure and deliver Work Experience placements are also being investigated in conjunction with the National Careers Service.</p>	<p>Graham Wood (RED)</p>	<p>Ongoing</p>

Review Recommendation	Progress report of action taken to implement recommendation	Resib'ty	Timescale
Page 28	(b) The importance of work experience/work placements has been communicated to students through careers guidance activities (e.g. careers interviews, groupwork) as part of CEIAG traded services which are delivered in schools. Also, One Point Personal Advisers reinforce the importance of work experience/work placements in their work with vulnerable young people – including NEETs. The Local Authority has supported events such as World Skills UK 'Get the Buzz; Have a Go'. These enable young people to discuss the range of opportunities available to them with learning providers and employers, in order to raise aspirations and support positive progression. Durham Education Business Partnership continues to deliver a range of work related learning activities which promote employability skills and the value of work experience.	Linda Bailey (CAS)	Ongoing
7) (a) That Cabinet and the County Durham Economic Partnership (CDEP) recognise as examples of good practice the pro-active work currently undertaken by the housing providers in relation to engagement with young people, the development of employability skills and increased employment opportunities via the apprenticeship offer.	<u>East Durham Homes -update</u> <ul style="list-style-type: none"> • 2 Future Job Fund Trainees are still in place with extended contracts with a third gaining full time employment with a partner. • The current capital works programme – East Durham Homes Decent Homes Works, requires the 3 successful contractors to provide a range of employment opportunities above and beyond the standard labour input. Through this investment 22 apprenticeships and 24 work placements/ traineeships have been created. • EDH have worked with The Percy Hedley Foundation to establish work experience placements for young people with disabilities. They have agreed to help showcase this pilot with other 	Housing Providers	Ongoing

Review Recommendation	Progress report of action taken to implement recommendation	Resib'ty	Timescale
	<ul style="list-style-type: none"> • housing providers to help roll out the initiative and provide more opportunities for young people. • EDH still provide work experience opportunities to local young people by referral from various educational institutions. <p><u>Dale and Valley Homes</u></p> <p>DVH continue to expand the range of apprenticeships on offer within the company. This now includes the following: 5 apprentices employed by DVH – this is a long standing commitment over 8 years of the Company's existence which now means that over a third of the staff employed by DVH are either apprentices or have been former apprentices. In addition, 5 are employed by DVH's repairs contractor Gentoo through our joint social enterprise 'colouring pads' who assist in the refurbishment of empty properties. Durham City Homes has taken on 4 Business Admin Apprentices in the last year to work directly with the organisation. In addition, the Council's housing maintenance team that provides the repairs service to Durham City Homes has taken on an electrical apprentice and two Business Admin Apprentices.</p> <p>DCH's Decent Homes partners have taken on 17 apprentices as well as three volunteer placements.</p>	Housing Providers	Ongoing

Review Recommendation	Progress report of action taken to implement recommendation	Resib'ty	Timescale
<p>(b) That housing providers within County Durham share examples of good practice in relation to various initiatives developed to increase young people's employment opportunities.</p>	<p><u>East Durham Homes</u> EDH have developed the Social Enterprise initiative as a result of the positive experience of other housing providers who have developed such initiatives. The experience is now being considered as part of the development of the County Durham Housing Group plans for housing from March 2015.</p> <p><u>Dale and Valley Homes</u> DVH works closely with Bishop Auckland College promoting the benefits of apprenticeships. This included recently assisting the college in producing a promotional video to promote the positives of apprenticeships from the employer and apprentice point of view.</p> <p><u>Durham City Homes</u> The further development of apprenticeships and other training and development opportunities for young people is a key promise in the Offer Document for tenants to be delivered by the proposed transfer of council housing stock to the County Durham Housing Group. This will include the extension of the successful social enterprise model across the housing providers.</p> <p><u>Derwentside Homes and Livin</u> Derwentside Homes and Livin' have invested significantly in apprenticeship programmes within both management and operations aspects of their businesses achieving regional recognition at the North East Apprenticeship Awards in 2013 and 2014 for their efforts.</p>	<p>Housing Providers</p>	<p>Ongoing</p>

Review Recommendation	Progress Report of Action taken to implement recommendation	Resib'ty	Timescale
<p>8) With reference to apprenticeships, there is a need for families to be aware of the support a young person will need when undertaking an apprenticeship framework. In line with recommendation 6(b) the Improving progression Partnership is key within this context.</p>	<p>Careers Advisers have attended a number of Parent's Evenings in schools as part of the CEIAG traded services. Key messages about the support a young person will require when undertaking an apprenticeship framework have been relayed to families for those who are considering undertaking this progression opportunity. Durham Education Business Partnership promotes Apprenticeships as an option through delivery of the National Apprenticeship Service's Apprenticeship lesson plans in over 20 schools on an annual basis.</p>	<p>Linda Bailey (CAS)</p>	<p>Ongoing</p>
<p>9) That Cabinet and the County Durham Economic Partnership (CDEP) promote the models of collaboration adopted by the Esh Group in relation to the 'Business for Castle View' scheme and the 'Esh Student Engagement' programme as examples of best practice.</p>	<p>The Esh Connex model was used on the Solar PV project. The TRT project supports this type of model as an example of best practice and would seek where applicable to implement models like this on future projects where pre employability training is required and or an applicable output from a project.</p>	<p>Graham Wood (RED)</p>	<p>Ongoing</p>

Review Recommendation	Progress report of action taken to implement recommendation	Resib'ty	Timescale
<p>age 32</p> <p>10) In relation to the 'Esh Connexs' model, this is an example of best practice in pre-employment schemes focusing on young people in the NEET category. Cabinet and the County Durham Economic Partnership (CDEP) need to further promote the 'Esh Connexs' scheme to local business within County Durham. It was suggested that Durham County Council as a major employer may want to investigate the viability of developing a scheme based on the 'Esh Connexs' model taking into account current financial constraints.</p>	<p>The Esh Connexs model was used on the Solar PV project. The TRT project supports this type of model as an example of best practice and would seek where applicable to implement models like this on future projects where pre employability training is required and or an applicable output from a project.</p>	<p>Graham Wood (RED)</p>	<p>Ongoing</p>
<p>11) (a) That Cabinet and the County Durham Economic Partnership (CDEP) note as a model of good practice the facilities and training opportunities available at South West Durham Training (SWDT).</p>	<p>The Council continues to work closely with South West Durham Training as a training provider and an employer within the Aycliffe Business Park, particularly in respect of potential opportunities emerging from the Hitachi rail project. South West Durham Training have refocused as an organisation, recently recognised by Ofsted, which gave, the organisation the top grade in all four areas: overall effectiveness, outcomes for learners, quality of teaching, learning and assessment and effectiveness of leadership and management. Moving forward, South West Durham Training and Bishop Auckland College have agreed to work together in a formal partnership, which will involve Bishop Auckland college and South West Durham training working jointly to develop a fully comprehensive portfolio of vocational progression routes that respond to the full range of training needs of employers, young people and adult learners. This could include:</p>	<p>Graham Wood (RED)</p>	<p>Ongoing</p>

<p>(b) That Cabinet investigate the possibility of using existing transport networks/ provision for the benefit of young people accessing training and employment opportunities.</p>	<ul style="list-style-type: none"> • Collaborative 14-16 programmes that build on existing partnerships with successful local schools. • Full- time vocational 16-19 pathways to level 3. • Part-time adult programmes and work place learning. • Traineeships and apprenticeships. • Adult pre-employment training. • Higher education programmes that complement those already existing locally. <p>The County Durham Economic Partnership as part of the Business, Enterprise and Skills Group has identified access to employment as a key theme which will be developed further as part of the review of the BES strategy during 2014/15.</p>	<p>Graham Wood (RED)</p>	<p>Ongoing</p>
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Review Recommendation	Progress report of action taken to implement recommendation	Resib'ty	Timescale
<p>2) As part of the systematic review of the recommendations contained within this report an update is provided in relation to the following:</p> <ul style="list-style-type: none"> AAPs, in relation to the various AAP projects focusing on young people and employment. 	<p>See recommendation 2 above.</p>	<p>Graham Wood (RED)</p>	<p>Ongoing</p>
<ul style="list-style-type: none"> Details in relation to apprenticeship within the County 	<p>In relation to apprenticeships in the County the following information has been provided in relation to apprenticeship starts – County Durham under 19 years:</p> <p>2009 – 10 - 1,500 2010 – 11 – 1,950 2011 – 12 – 1,660 2012 – 13 – 1,380 2013 – 14 (provisional) 1,120</p> <p>19 -24 year olds 2009 – 10 – 1,150 2010 – 11 – 1,690 2011 – 12 – 2,080 2012 – 13 – 2,160 2013 – 14 (provisional) – 1,430</p> <p>All ages: 2009 – 10 – 3,310 2010 – 11 – 3,340 2011 – 12 – 4,210 2012 – 13 – 3,720 2013 – 14 (provisional) 4,180</p> <p>Progress Report of Action taken to implement recommendation</p>	<p>Graham Wood (RED)</p>	<p>Ongoing</p>

Review Recommendation		Resib'ty	Timescale																																																																
<ul style="list-style-type: none"> National Apprenticeship Service (NAS), on the development of the apprenticeship offer within County Durham as a result of the cash incentives provided to SMEs as part of the Youth Contract proposals. 	<p>At the time of the review, two forms of wage incentives support were available nationally to support the 18-24 age group, the DWP Youth Contract payments of £2275 and the NAS Apprenticeship grants for Employers (AGE). By August 2014, Youth Contract wage subsidies were withdrawn (earlier than planned). AGE is still available however and is utilised as part of the County Durham Apprenticeship Programme where applicable.</p> <p>Consequently, County Durham has the highest number of AGE grants made across the NE region with 1370 AGE payments made between Feb 2012 and July 2014 and a further 150 apprenticeships starts registered and progressing towards grant payment.</p> <table border="1" data-bbox="564 603 1729 1334"> <thead> <tr> <th colspan="2"></th> <th colspan="2">February 2012 to July 2014</th> </tr> <tr> <th>Region</th> <th>Local Education Authority / Local Authority</th> <th>Payments Made</th> <th>Pipeline Starts</th> </tr> </thead> <tbody> <tr> <td colspan="4">North East</td> </tr> <tr> <td></td> <td>Darlington</td> <td>240</td> <td>30</td> </tr> <tr> <td></td> <td>Durham</td> <td>1,370</td> <td>150</td> </tr> <tr> <td></td> <td>Gateshead</td> <td>480</td> <td>60</td> </tr> <tr> <td></td> <td>Hartlepool</td> <td>250</td> <td>30</td> </tr> <tr> <td></td> <td>Middlesbrough</td> <td>280</td> <td>40</td> </tr> <tr> <td></td> <td>Newcastle upon Tyne</td> <td>510</td> <td>60</td> </tr> <tr> <td></td> <td>North Tyneside</td> <td>420</td> <td>60</td> </tr> <tr> <td></td> <td>Northumberland</td> <td>810</td> <td>80</td> </tr> <tr> <td></td> <td>Redcar and Cleveland</td> <td>310</td> <td>40</td> </tr> <tr> <td></td> <td>South Tyneside</td> <td>450</td> <td>40</td> </tr> <tr> <td></td> <td>Stockton-on-Tees</td> <td>510</td> <td>80</td> </tr> <tr> <td></td> <td>Sunderland</td> <td>700</td> <td>60</td> </tr> <tr> <td></td> <td>Total</td> <td>6,310</td> <td>690</td> </tr> </tbody> </table>			February 2012 to July 2014		Region	Local Education Authority / Local Authority	Payments Made	Pipeline Starts	North East					Darlington	240	30		Durham	1,370	150		Gateshead	480	60		Hartlepool	250	30		Middlesbrough	280	40		Newcastle upon Tyne	510	60		North Tyneside	420	60		Northumberland	810	80		Redcar and Cleveland	310	40		South Tyneside	450	40		Stockton-on-Tees	510	80		Sunderland	700	60		Total	6,310	690	Graham Wood (RED)	Ongoing
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