





Review Recommendation	Progress Report of Action taken to implement recommendation	Resib'ty	Timescale
	<p>the aim of preparing clients to be 'work ready'. Recent examples of working in partnership with employers and numbers of clients supported into employment include Barclays Bank (15), Co-op-Distribution (11), Dominos (17), Grorud Engineering (22) and CIE-in partnership with DCC (33). PET programmes will include training in areas such as: Health &amp; 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 &amp; Diversity, Team Building, Numeracy in the Workplace, etc.</p> <p>Derwentside Training is fully committed to promoting Apprenticeships and Work based learning in line with the authority's strategy for regenerating the local economy.</p> <p>In a recent campaign, RED provided funding to SME's in County Durham via an Apprenticeship Incentive Scheme that provided 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 received a pre – employment training course prior to starting the apprenticeship programme. This campaign is due to launch again and Derwentside Training will be supporting the scheme and working closely with colleagues within the RED team.</p> <p>(c) The current ESF project, 'Engaging Vulnerable Young People' has commissioned nine current employability projects offering young people aged 16-</p>	Linda Bailey (CAS)	Ongoing

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<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>19 short flexible courses across County Durham. Many are accredited and are funded on a payment by results basis. The delivery supports progression to employment - including apprenticeships, as well as reducing young people's distance from the labour market. Some are targeted at specific vulnerable young people such as those known to the County Durham Youth Offending Service or those who have learning difficulties and / or disabilities.</p> <p>See Appendix 4 in relation to apprenticeships.</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>(a)There is a commitment to support Apprenticeships within the RED service. A recent recruitment and selection process provided more than 15 positions within the service as Business Administration Apprentices. There were 95 applications received, 47 were invited for interview with 46 attending and approximately 43 deemed appointable. Over 15 offers were made across the service. The panel included a cross section of representation for RED HR, Planning, Housing and the TRT Project.</p>	<p>Graham Wood (RED)</p>	<p>Ongoing</p>



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	<p>DT 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>DT have been involved in the development of an Environmental Task Group for a local charity, providing our clients with circa. 30 opportunities for employment which also benefits the local communities from the completion of specific community projects. Once in employment, DT continues to provide work place learning to enable these clients to benefit not only from the employment, but also to develop further their skills and knowledge that will assist them in gaining sustainable work.</p> <p>DT has also supported 24 clients into self-employment, providing advice, guidance and support in the start-up of their new business.</p> <p>Regular communications with employers not only ensures their continued contribution to the programme but also cultivates a mutual respect and understanding of one another's recruitment issues. DT appreciates that post employment support is vital and integral to the delivery and as such employer/employee progress reviews, evaluation and feedback ensures as far as practicable that employment is sustained. This also ensures that employers return to us for support and assistance with their ongoing recruitment needs.</p>		

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<p><b>6)</b> (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 &amp; the European Social Fund Funding. The project is supported through the DCC TRT Charter (adopted July 2011), Procurement &amp; Commissioning Strategy &amp; Policies (updated March 2012), Regeneration Statement, The Council Plan and the emerging Planning Policy (Developer's Contribution Policy). There are almost 50 beneficiaries to date ranging from jobs, apprenticeships, work experiences and placements and a further 1383 estimated over the coming years through various projects. There are 82 identified projects ranging from procurement contracts, planning obligations and voluntary agreements, at varying stages of implementation. 16 projects have live clauses where opportunities for jobs, apprenticeships, work experiences and placements as well as site visits agreed. Once the TRT clause is agreed in either the Procurement Contract, Planning Obligation or Voluntary Agreement the contractors are supported by TRT Officer and the Employability Team Officers to meet their obligations. Other partners include Job Centre Plus, National Apprenticeship Service, DCC Education Business Partnership &amp; various local training providers, employment support initiatives/ voluntary and community sector organisations.</p> <p>(b) Utilising Commissioning and Procurement Policies the TRT Project Officer 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 a</p>	<p>Graham Wood (RED)</p>	<p>Ongoing</p>

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<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>Joiner in the Brandon and Esh School build. An apprentice in the supply chain of the Kirk Merrington &amp; Greenland School build and more recently an Apprentice for the Consett Business Centre. Other contracts also include apprenticeships – e.g. Telephony contract secured 2 apprentice engineers who are now working for the Contract company on Durham Council contract. 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 TRT Officer &amp; Employability Officers to secure apprenticeships, jobs and work experiences. One such example which is currently being negotiated is £48,000 for apprenticeships for one development scheme. A further example is 9 apprentices in the Ramside hall extension (post construction).</p> <p>(a) The TRT project continues to reinforce the importance of work experience and work placements secured as part of procurement activity – there are current clauses in the following contracts: Wembley repair scheme, Dawdon repair scheme, Kirk Merrington &amp; Greenland Schools Build, Witham Hall and Consett Business Centre to name a few. Whilst opportunities have been secured there is still some difficulty with school engagement on some projects. Further feedback is in the process of being collated to establish the barriers and work with partners to alleviate them.</p> <p>(b) The importance of work experience/work placements has been communicated to students</p>	<p>Linda Bailey (CAS)</p>	<p>Ongoing</p>



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	<p>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. Moving Up careers events have been organised for Year 10 and Year 11 students in the South West and Derwentside areas of County Durham. These events enabled students to discuss the range of opportunities available to them with learning providers and employers, in order to raise aspirations and support positive progression. In addition to the work of the Improving Progression of Young People team on CEIAG, the Education Business Partnership continue to deliver a range of work related learning activities which promote employability skills and the value of work experience.</p>		
<p><b>7)</b> (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.</p>	<p><u>East Durham Homes -update</u></p> <ul style="list-style-type: none"> <li>• 2 Future Job Fund Trainees are still in place with extended contracts with a third gaining full time employment with a partner.</li> <li>• A volunteer via 'Get Britain Working' has gained an apprenticeship with EDH.</li> <li>• EDH still provide work experience opportunities to local young people by referral from various educational institutions.</li> </ul>	<p>Housing Providers</p>	<p>Ongoing</p>

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	<ul style="list-style-type: none"> <li>• EDH is in the process of setting up a Social Enterprise and is recruiting 2 Supervisors and 8 apprentices.</li> <li>• In relation to Partners (Capital), 16 trainee placements (including a quantity surveyor trainee) have been provided and 6 apprenticeships. Concerning (Repairs and Maintenance) 1 long term unemployed young person has secured full-time employment, 3 work placements have secured apprenticeships with 3 further work placements taken on.</li> </ul> <p>The current procurement contract for the capital works programme – the ITT question is currently being agreed by legal and the TRT clause seeks to secure a commitment from the 3 successful bidders to provide 37 construction related apprenticeships during the 2 year period. The responses from bidders will be evaluated in early 2013 and will form part of the strategic partnership agreement.</p> <p><u>Dale and Valley Homes</u></p> <p>DVH continue to expand the range of apprenticeships on offer within the company to include finance (an additional three accounting technicians) and plan to introduce a post for a governance apprentice early in 2013.</p> <p>In addition DVH has extended the minimum contract period of our apprentice posts to two years to ensure we can maximise apprentices employment opportunities post qualification. In partnership with the repairs contractor (Gentoo), "Paint Pads has been established, a social enterprise which employs painting and decorating apprentices to refurbish empty</p>	<p>Housing Providers</p>	<p>Ongoing</p>

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<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>properties with initially 3 apprentices appointed.</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.</p> <p><u>Dale and Valley Homes</u> DVH have for sometime promoted apprenticeships to other employers via business breakfast at Bishop Auckland College and through membership of the Durham committee of the NECC. One of the senior managers is a former apprentice and a newly qualified MBA has been selected by the College to act as an apprentice ambassador. Promotional work in relation to apprenticeships has been taken to a new level through recognition by the NAS of DVH as "North East apprentice employer of the year", and runner up at national level. NAS is using DVH as an example of good practice in a radio advertising campaign aimed at employers and has developed a case study showcasing the benefits that apprenticeships have brought to our business.</p>		
<p>(c) That Cabinet suggests the service grouping enters into discussions to investigate the possibility of extending the length of sub-contacts let by Durham City Homes (1 year) to align with the timeframes of sub-contracts currently let by the ALMO's (3-5 years).</p>	<p>(a) Durham City Homes is part of a new procurement exercise that is being taken forward on behalf of all three housing providers - the ALMOs and ourselves. This should be in place by the middle of next year and while it will primarily be for the East Durham Homes decent homes programme, there will be the facility for both DCH and DVH to procure Decent homes work through it. The new contract is for two years with the possibility of extension.</p> <p>(b) DCH has appointed the Yorkshire Window company to supply and install UPVc windows and</p>	<p>Graham Wood (RED)</p> <p>Housing provider</p>	<p>Ongoing</p> <p>Ongoing</p>

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	composite doors. The agreement is for 3 years providing the same level of apprentices per £ spend as North East Procurement (NEP).with a spend of around £1 m per year during the contract.	(DCH)	
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.	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.	Linda Bailey (CAS)	Ongoing
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.	The Esh Connext 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.	Graham Wood (RED)	Ongoing

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<p><b>10)</b> 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>(a)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.  (b) Work is currently in development to develop an ESF project between East Durham Business Service, Infinite and Caterpillar, including its local supply chain. It is anticipated that the project will provide the front end engagement of NEET young people and provide the necessary employability skills to support the recruitment to these companies.</p>	<p>Graham Wood (RED)</p> <p>Linda Bailey (CAS)</p>	<p>Ongoing</p> <p>Ongoing</p>
<p><b>11)</b> (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>(b) That Cabinet investigate the possibility of using existing transport networks/ provision for the benefit of young people accessing training and employment opportunities.</p>	<p>(a)SWDT have recently appointed Charles Erasmus as new chief executive to grow its regional footprint and as part of his growth strategy he is completing a company restructure. He has already appointed a business development manager who will be responsible for developing a sales strategy to attract more business and in future they are considering focussing their apprenticeship offer on manufacturing/engineering only. SWDT are also working with Bishop Auckland College and Sunderland University to submit a proposal to become a universal technical college for manufacturing and engineering.</p> <p>The County Durham Economic Partnership as part of the Terms of Reference for the new Transport Executive Group have identified as an area of focus travel to employment issues with the wider infrastructure considerations being developed across working groups.</p>	<p>Graham Wood (RED)</p> <p>Graham Wood (RED)</p>	<p>Ongoing</p> <p>Ongoing</p>

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<p><b>12)</b> 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"> <li>• AAPs, in relation to the various AAP projects focusing on young people and employment.</li>   <li>• Jobcentre Plus (JCP) on the development of the Youth Contract within County Durham.</li> </ul>	<p>See recommendation 2 above – Appendix 3.</p> <p>(a)The range of support provided by Jobcentre Plus is extensive and includes: apprenticeships, work experience, sector based work academies, jobsearch support, work programme etc and most recently from January 14<sup>th</sup> 2013 the Wage Incentive for young people had been extended to support employers who employ a young person unemployed six months or longer. All elements of the support are being used and Jobcentre Plus is working closely with the County Durham Economic Partnership, Business Enterprise and Skills Working Group to exploit every opportunity available to help young people in their work life. Over a 1,000 young people in Durham have taken up the offer of work experience. In April 2012 total JSA register was 15,894 - young people 18-24 total was 5,565 (35% of the total). In December 2012 total JSA register was 16,168 - young people 18 – 24 total was 5,270 (32.59% of the total). Overall the claimant count is increasing however the targeted approach to support young people means that proportionately the numbers are</p>	<p>Graham Wood</p> <p>Annette Harrison (JCP)</p>	<p>Ongoing</p> <p>Ongoing</p>



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	<p>In relation to apprenticeships in the County the following information has been provided:</p> <p>Apprenticeship starts 16-18 year olds:  2009 – 10 - 1,463.  2010 – 11 – 1,875.  2011 – 12 – 1,640.</p> <p>Apprenticeship starts 18 year olds:  2009 – 10 – 568.  2010 – 11 - 764  2011 – 12 - 720</p> <p>Apprenticeship starts by 19 – 24 year olds:  2009 – 10 – 1,134  2010 – 11 – 1.635  2011 – 12 – 2,051</p> <p>16 – 18 year old starts by the highest (Specification of Apprenticeship Standards for England) frameworks  (1) Business Administration.  (2) Industrial Applications.  (3) Customer Service.</p> <p>19 – 24 year old starts by the highest SASE frameworks  (1) Health and Social Care.  (2) Customer Service.  (3) Business Administration.  (Improving Progression of Young People Team).</p>		



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<ul style="list-style-type: none"> <li data-bbox="129 400 797 580">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.</li> <li data-bbox="129 660 815 841">The North East Chamber of Commerce (NECC), concerning feedback from the series of events planned for 2012, promoting collaboration between business and educational institutions.</li> </ul>	<p data-bbox="842 400 1554 507">In relation to cash incentives provided to SMEs as part of the Youth Contract up to 5<sup>th</sup> December 2012 totals 145 payments to 139 employers.</p> <p data-bbox="842 660 1554 1426">The NECC hosted 'Bridging the Skills Gap' event in February 2012 which was well attended by businesses and educational establishments providing a forum to bring together business and education. The event was held at the Gateshead College Skills Academy for Sustainable Manufacturing and Innovation. Attendees heard case studies from Gateshead College's Entrepreneurial College Project, Teesside University's knowledge Transfer programmes and Nissan outlining their current and future skills needs. Following the event, NECC has further promoted business education links which included discussions with the Universities Minister and hosting a business discussion with the Wolfe Review Team, as well as working with both LEPs in the region. These events highlighted the wealth of existing initiatives across the region which aim to bring business and education closer and the NECC has begun to forge links with these initiatives in order to increase business awareness</p>	<p data-bbox="1592 400 1789 580">Graham Wood (RED) Gillian Brown (NAS)</p> <p data-bbox="1592 660 1789 724">Helen Hayes (NECC)</p>	<p data-bbox="1921 400 2047 432">Ongoing</p> <p data-bbox="1921 660 2047 692">Ongoing</p> <p data-bbox="1823 730 2145 906">NECC will continue to support existing initiatives/programmes throughout the North East</p>

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<ul style="list-style-type: none"> <li>• Technical Training Foundation (TTF) pilot programme.</li> </ul>	<p>and involvement. In light of the wealth of existing initiatives, NECC has not hosted further events in this area and has instead supported existing programmes by providing links to interested businesses. In relation to County Durham the NECC has had discussion in relation to the Future Business Magnates Programme and has had similar discussions with projects operating within the broader NELEP area including Princes' Trust, Talent Match and Senta initiatives.</p> <p>Following the launch session held on the 30<sup>th</sup> January, 2012 at Thorn Lighting factory in Spennymoor 9 teachers committed to participate in the National Programme. The Teachers undertook to develop a small-scale engineering or manufacturing project, developing curriculum materials for use with KS3 pupils. Two further meetings at Durham Leadership Centre have taken place to assess progress and support the work of the Teachers. In addition Teachers were given access to the TTF site where teaching materials and information about careers relating to D&amp;T and STEM were steadily made available. As a result of the project awareness has been raised of opportunities within Design and Technology for young people. In addition, it alerted teachers of essential changes to the D&amp;T agenda providing a vital update in relation to manufacturing processes and priorities.</p>	Philip Hodgson (CAS)	Project completed.