

Review Recommendation	Progress report of action taken to implement recommendation	Resib'ty	Timescale
	<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>	Linda Bailey (CAS)	Ongoing
<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>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>	Graham Wood (RED)	Ongoing
<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>(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>	Julie West (RED)	Ongoing

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	<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

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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>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>

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<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>

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<p>6) (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>

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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>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>

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	<p>(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.</p>	Linda Bailey (CAS)	Ongoing
<p>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.</p>	<p><u>East Durham Homes -update</u></p> <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

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	<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

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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><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>

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<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>

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<p>10) In relation to the 'Esh Connexts' 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 Connexts' 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 Connexts' model taking into account current financial constraints.</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>
<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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<p>12) 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>

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<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="566 608 1727 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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