

**North East Derbyshire District Council**  
**Growth Scrutiny Committee – 11<sup>th</sup> April 2019**  
**Employment and Skills Update**

**1. Background**

The Housing and Economic Development Strategy 2015-2020 has 8 key strategic objectives.

One of which is 'maximising employment, skills and training opportunities'. To meet this objective the following actions were identified:

- To work with partners to upskill both local residents and the local workforce
- To work with partners to reduce unemployment through targeted initiatives
- Improved access to and support for apprenticeships

**2. Progress**

**To work with partners to upskill both local residents and the local workforce**

A Skills Adviser now in position with D2N2 Growth Hub. Session being organised to take place early June at Coney Green Business Centre where businesses will be able to book 1-1 slots to talk to the Skills Adviser about their workforce development challenges. Other sessions are to be organised to take place across the district in suitable venues.

NEDDC News continues to be a channel for local FE and HE establishments to promote their apprenticeship and training offer.

SCR Skills Bank 2 is in the early stages of being promoted and work will be undertaken with the SCR Skills Advisers to promote this within NED. This is for SMEs to develop their workforce.

Work continues with the SCR Skills, Education and Employment Group. ESF funding is still available and feedback has been given re the lack of employment support programmes within NED for 18 – 24 year olds as Talent Match ended in December 2018 and Work this Way will end in September 2019.

A North Derbyshire Skills Pilot funding bid has been submitted to the CITB Pathways into Construction. If successful, this will be a three year project to support long term unemployed and full time learners into construction jobs. 72 individuals will be supported into meaningful work experience placements, 30 individuals into jobs/apprenticeships and 10 individuals into sustained employment. Considerable support and resource will be provided to construction companies to determine what their perceived and barriers are in recruiting with the aim of encouraging them to introduce work experience opportunities – which lead into jobs. In work support will also be provided. Innovative ideas to build into the training are 'bootcamp' sessions and competitions and the use of virtual reality equipment. Decisions re funding applications will be made in April 2019.

## To work with partners to reduce unemployment through targeted initiatives

- **Working Communities Project** provides 1-1 support for NED residents who are facing redundancy or are unemployed.
  - There are two KPIs to measure the success of the Working Communities Project. These are '20 people into work' and '60 people with pre-employment activities'. The Project exceeded these targets in 2018/2019. 49 people into work and 248 people supported with pre-employment activities. Mark has a current live caseload of 44 clients.
  - Promotional and marketing materials have now been refreshed.
  - A Welcome Pack has being developed so that the service looks more professional and an Individual Learning Plan is being introduced as a motivational tool for clients.
  - Additional venues are currently being sourced to provide the service in both Killamarsh and Dronfield. The introduction of the service in these areas will make it more accessible for residents and will support reducing an increasing unemployment rate in both areas.
  - Closer working with Christians Against Poverty is now taking place to provide a more holistic and personal support for clients who have money or debt issues. A relationship is being established with CAB with the same aim.
  - Group digital sessions are being developed for Working Communities clients to support them become more IT literate and to help them register with Universal Credit. These will take place over one day per fortnight. Suitable and free venues are currently being sourced.
  - An improved system of obtaining feedback is now being trialled. A link to a simple on line evaluation and clients are asked at every other meeting to complete this. This feedback is collated by Debbie Whitehead.
- **The Ambition Project** was funded with DWP Youth Contract Underspend monies to support 18-24 year old JSA claimants into employment. The Ambition Project finished on 30/8/17 and underspend was used to continue with a similar project Work This Way which continues to be delivered until September 2019:

SCR	Original Target	Actual To Date 26/03/19
Placements	No target	7
4 weeks in work	12	13
13 weeks in work	No target	8
26w in work	No target	1

- **The Talent Match Project** was funded with Big Lottery funding and was a SCR 5 year project that ended Dec 2018. Final stats on the Programme for NED are as follows:

KPI	Cumulative Target to Dec 18	Cumulative Actual to Date	% Cumulative Target Achieved
<b>Employment/Enterprise</b>			
No of yp securing employment	50	53	106%
No of yp securing sustained employment (6 months +)	23	36	157%
No of yp securing self employment/enterprise	2	2	100%
No of yp sustained self employment/enterprise (12 months +)	1	2	200%
<b>Work Experience</b>			
No of yp undertaking work placement	18	29	161%
<b>Training, Skills and Education</b>			
No of yp underaking basic skills training opportunities	35	43	123%
No of yp into apprenticeships	4	4	100%
No of yp completed apprenticeships	3	2	67%
No of yp into formal education (accredited)	20	48	240%
<b>Volunteering</b>			
No of yp undertaking volunteering	20	25	125%
No of yp regularly undertaking volunteering (2 months +)	14	25	179%
<b>Young People Engagement</b>			
No of yp who were previously classes as "hidden"	36	22	61%
No of yp engaged	119	119	100%

- **Employment conditions** continue to be included in all new major planning employment and housing sites (EDU 04 Service Plan). These vary from housing developments with 10 dwellings and can include a minimum of a health and safety talk with the local primary school, labouring jobs being made available to local residents and career talks in secondary schools. The Avenue School Challenge is one good example of this being successful. As a result of this project, year 1 has been instrumental in supporting 4 young people about to leave Parkside School into apprenticeships with Kier Living in September 2019 and 3 young people in Tupton Hall School to have work experience placements on site with Kier Living in July 2019. This project will be expanded to both Dronfield Henry Fanshawe School and Eckington School in year 2 – in addition to both Parkside and Tupton Hall Schools continuing to be involved.
- **Derbyshire Local integration Board.** The Strategic Health and Wellbeing Board for Bolsover, Chesterfield and North East Derbyshire has now been developed and there will be a sub group that will form the Strategic Local Integration Board. Derbyshire County Council have resourced a co-ordinator role to support the Local Integration Board and they have just started in post in March 2019. It is anticipated that meetings will take place to progress the work of the Local Integration Board.

### **Progress: Improved access to and support for apprenticeships**

- Good news story following the Higher and Degree Level Apprenticeship Marketplace in 2018. One young person (aged 16 years old) attended the event with no idea on what he wanted to do. However after talking to the Universities was absolutely buzzing with an idea going forward. He worked for Peak Edge Hotel at weekends and intended to put a business case forward to his employer to support him with a Chartered Manager Degree Apprenticeship. He proceeded to do so and Global Brands approved this request. The young person is now completing his A levels and will be studying with either Sheffield Hallam or Derby University. This was a new approach to Global Brands but they have been appreciative of the support and advice provided to the young person through the Apprenticeship Marketplace.
- The annual Higher and Degree Level Apprenticeship Marketplace took place on the 12<sup>th</sup> March 2019 at Coney Green Business Centre from 3 pm to 7 pm. Residents and businesses were invited to drop in at any time in the afternoon to talk to the Universities and Chesterfield College who are all having a market stand to promote their apprenticeship offer. The Careers Service also had a market stand to support adults in identifying careers and progression routes. This was a proactive approach to make the pathways and information more accessible and in one place. 25 individuals and 8 businesses attended the event and feedback from the event was very positive (App 1)
- Discussions are taking place with the East Midlands Apprenticeship Ambassador Network (EMAAN) to discuss a North Derbyshire wide Apprenticeship Marketplace event in October 2019. Funding may be available via the EMAAN for a central venue and the format being discussed is one of the NEDDC Apprenticeship Marketplace with added value of potential workplace visits as organised by the Made in Chesterfield initiative.
- Businesses continue to be supported as required with apprenticeship support.

## HADL Apprenticeship Marketplace 2019 Evaluation

12<sup>th</sup> March 2019 from 3 pm to 7 pm at Coney Green Business Centre

**Marketstands held by:**

- Sheffield University
- Sheffield Hallam University (AMRC)
- Derby University
- Notts Trent University
- Kier Living
- Inspire Design and Development
- NEDDC
- Chesterfield College
- Derbyshire Careers Service
- Working Communities Project

**20 attendees: 1 business, 19 residents**

### **Feedback received**

	<b><i>Agree</i></b>	<b><i>Disagree</i></b>	<b><i>No response given</i></b>
<b>Promotion/publicity good</b>	9	5	
<b>Venue suitable</b>	14	0	
<b>Format suitable</b>	14	0	
<b>Time suitable</b>	14	0	
<b>Frequency suitable</b>	10	1	3
<b>Refreshments suitable</b>	12		2
<b>Information available, relevant and suitable</b>	12		2

### **What has worked well?**

- Ability to talk to Universities about HADL Apprenticeships
- Being friendly and easily able to speak to
- Plenty of information given when you don't know what you want to do
- Talked to employers
- Good layout and not over-crowded, able to have meaningful conversations
- Detail
- Good information
- Detailed
- A range of companies and universities
- Good advice
- Provided a range of companies
- Advice about best way to progress
- Information gathered, information needed
- Good advice

### **How could it be better?**

- Nothing
- More employers
- Better promotion for attendance
- Little later times
- Potentially more workshops