

Job and Training Opportunities for Young People

West Area Committee
19 September 2012

Recommendations from People Board on 18 July 2012

- Allocation of £78,000 from SIB
- Support a minimum of 30 young people into jobs with an apprenticeship
- Young person to be a resident of the West and aged between 16 – 24 yrs old
- Employers to be SMEs based in Sunderland
- Jobs to be a minimum of 1 year in duration
- Linked to activity of Pallion Action Group

Research and Context

- Citywide employer survey in 2011
- Government initiatives – “Youth Contract”
 - National Apprenticeship Service (AGE grant, £1,500)
 - Work Programme (wage incentive, up to £2,275)
- Questionnaire by Sunderland’s training provider network in December 2011
- Local Focus Group
- Conclusions

Added Value

- Salary cost
- Apprentice must be paid a minimum of £2.60 per hour
- Apprenticeship must last minimum of 12 mths
- This equates to roughly £100 per week
- People Board recommended a maximum of £2,600 to be awarded (ie 50% of the apprentice's wage for 12 months)
- Enhance the NAS AGE grant of £1,500 by topping it up to £2,600

Alignment

- Pallion Action Group (PAG)
- Employability support for young people
- Engaged with over 200 young people today
- Tailored, personalised support - trusted
- Links with employers (local and citywide)
- Assessment of suitability and interview preparation
- Ongoing in-work mentoring
- Monitoring progression and achievement

Examples of SMEs

Conversations have already taken place with the following employers, who have expressed an interest in offering an apprenticeship to a young person

- Thoburn's fruit & veg
- Hell's Kitchen
- Rox hairdressers
- Farm
- Boarding kennels
- Kitchen Magic
- Twin's fruiterers
- Youth Almighty
- Alex Smiles

Project Management

- Role of Managing Agent
- Identify SMEs against agreed criteria
- Shortlist suitable young people for interview
- Agree funding amount
 - either £2,600 or £1,100 to top up the NAS funding
- Alignment with NAS payment, where applicable
- Monthly attendance checks and monitoring visits
- Periodic (quarterly) reports to People Board and/or West AC

Managing Agent - options

- Role of Managing Agent – suggest allow 5% (£3,900) to cover these costs
- INTERNAL
 - Greater control by keeping it within the Council
 - Managed by the Business and Investment Team (via ITEC)
 - Excellent track record of both supporting young people into employment via an apprenticeship route and supporting local employers to find the right staff
 - Start immediately
- EXTERNAL
 - Expressions of Interest to identify an appropriate organisation
 - Allow approximately 3 months to procure
 - Less certainty about levels of quality and control

Involvement of Training Providers

- Sunderland City Provider Network (SCPN)
- A consortium of locally based training providers
 - Springboard (Chair), Sunderland College, Zodiac, Milltech, ITEC and Riverside Training (which are both part of the Council), Team Wearside, SETA and Sunderland AFC Foundation
- Deliver a wide range of apprenticeship frameworks
- The training is funded by the Skills Funding Agency
- All apprentices have to have employed status
- All apprenticeship frameworks have to be delivered over a minimum of 12 months

Proposed Start Date

- Roll out from end of September 2012
- Preliminary discussions have already taken place with employers - real interest exists!
- Initial assessments have been taking place with 200 young people currently supported by PAG
- Financial monitoring will take place on a monthly basis by the Managing Agent with quarterly reports being presented to West members
- Case studies will be highlighted to demonstrate success