

18th October 2018**West Training Support – Find a better job****1. Purpose**

- 1.1 Following the discussion at September People Board in relation to the West Apprenticeship programme, members discussed the requirement for training to enable people to move into a better job (skilled) – which is often limited as people working in low paid jobs are unable to claim the benefits / free training required. Research has subsequently been undertaken to present the findings and suggest proposals for West People Board consideration.

2. Background

- 2.1 There are many training providers across the city and they provide flexible courses, which cover various topics – both accredited and none accredited.
- 2.2 Access criteria for free training is often very complicated – which benefits you have to be on to obtain free training or salary band to obtain training at a reduced rate, by way of an example. Some of the West VCS are very knowledgeable regarding how to access free training or grants for training – we need to ensure that this knowledge is available to all of our West VCS and key external partners, to support communities.
- 2.3 Annex 1 contains information which will be shared with all VCS organisations.
- 2.4 The type of training that is required to move from A job, to a Better job and eventually a Career (ABC), varies with examples such as CSCS card; Health and Safety; Asbestos Awareness; Customer Service; Child Care; Employability; level 2 numeracy; Food hygiene; Paediatric First Aid. Many people who are in zero hour contracts, working for agencies or within temporary contracts would benefit from additional training and qualifications to enable them to secure further and better employment.

3.0 Required outcomes from West Training Funding

- West residents to benefit (post code check)
- West residents on zero hour contracts
- Signposted via all West CLLD projects to maximise promotion of the support
- Signposted by West VCS Network
- Signposted via the West NEET project
- No age limit
- Limit on current salary – individual earning no more than £22,000 per annum
- Number of people moving from jobs to better jobs, potentially freeing up the initial job for another West resident

4.0 Finance

- 4.1 Average cost of a course is £500 for up to 15 participants – therefore £10,000 would potentially support, 300 people to develop their employment opportunities and enable them to move into higher paid jobs or more permanent contract arrangements.

- 4.2 Area arrangements team would project manage the process to ensure criteria to access the funding for the training is met. Course evaluation would also be maintained to maximise efficiency and ensure that all training is fit for purpose and delivered to a high standard.

5. Recommendations

- 5.1 Note the contents of the report.
- 5.2 Agree options to be recommended to Area Committee in November 2018.
 - 5.2.1 Recommend an allocation £10,000 SIB funding to support the delivery of a 'West – Find a Better Job Training resource' managed by Area Arrangments Team.

Annex 1

Free training or potential funding for training

It is very rare to find any free courses for people who are working (even very low paid employment), however there are courses available for people who may be out of work and need to upskill to find a new job.

Via the Community Lead Local Delivery (CLLD) projects being delivered within the West

Family Adult and Community Learning (FACL) – First Aid; Food Hygiene; Health and Safety and criteria is changing to allow those in work to also apply for training (dependent on personal circumstances and each case assessed separately)

Northumberland College – Only 19+ unemployed able to access CSCS Card

Profound Training deliver age 16 – 18 Traineeships for 12 weeks covering literacy and numeracy within the 12 week timeframe – similar options available for most providers who offer traineeships

Nearly all training providers offer free employability training for 19+

Forklift training via Phoenix Training and Vantec however only for the unemployed.

Taxi Driver/Door Security courses available however you must be 19+ and for taxi already hold a clean driving license

Reasonably priced courses available on-line for one off courses where an individual will benefit from additional training to support a job offer or to upskill an individual to enable them to apply for another post. Examples include:

High speed Training – examples of courses include Food Hygiene; Health and Safety – price is £20 plus VAT and the individual can print their certificate straight after the course

Potential funding sources for individuals:

- DWP
- <https://www.buttleuk.org/>
- PRINCES TRUST
- <https://www.sunderlandboysfund.org/>
- <https://www.gov.uk/grant-bursary-adult-learners>
- <http://www.grantsforindividuals.org.uk/default.aspx>

Also training to become a bus driver available via <http://sunderlandlgvdrivertraining.co.uk/> however there is no funding available for this course.

In conclusion to move from A job, to a Better job and then a Career (ABC), there is a gap in funding available for those in-work poverty, to enable them to progress forward.