
FOUNDATION FOR JOBS

**Responsible Cabinet Member – Councillor Chris McEwan,
Economy and Regeneration Portfolio**

Responsible Director – Ian Williams, Director Economic Growth

SUMMARY REPORT

Purpose of the Repo

1. To update Cabinet on Foundation for Jobs (FFJ) and seek approval for release of external funding secured to deliver the FFJ programme.

Summary

2. Foundation for Jobs is Darlington's national award winning scheme bringing schools and colleges together with employers to give young people a 'real and meaningful' experience of the work place; raising aspirations and demonstrating that with the right attitude and skills, there are good jobs out there with a range of options for pursuing a career. Key elements of the programme aim to :-
 - (a) Promote awareness of vocational opportunities (both training and employment)
 - (b) Building links between schools and business, including addressing perceptions of apprenticeships and industries sectors, for example engineering
 - (c) Supporting an increase in the number of apprenticeships, developing internships and encouraging entrepreneurial skills
3. Foundation for Jobs costs approximately £60,000 per year to deliver, covering the salary cost of one fulltime FFJ coordinator, the cost of events, transport and equipment. The budget for events/ activities is significantly enhanced through support from businesses, estimated to come to a value of at least £30,000 of 'in kind' support through involvement of staff and use of premises and equipment.
4. In its first three years FFJ was funded through a one-off capital contribution from the Local Area Agreement Performance Reward Grant, agreed by Darlington Partnership.
5. LAA Reward Grant is no longer available and in 2015/16 the FFJ programme was funded by a combination of £25K grant funding awarded through County Durham

Community Foundation, a £25K contribution split between the Borough's eight secondary School and Queen Elizabeth Sixth Form College with the remaining costs picked up within the Council's Economic Initiatives team budget.

6. Officers continue to explore a number of funding options to sustain the FFJ programme in 2016/17 and beyond, working with private sector partners and Darlington's 11-19 partnership to secure further funding. External funding secured for 2016/17 is :-
 - (a) £30K contribution from the 11-19 Partnership (Darlington's 8 Secondary Schools, Darlington College and Queen Elizabeth Sixth Form)
 - (b) £25K Ingenious Award from the Royal Academy of Engineering; through a funding application submitted in partnership with Modus Subsea Intervention Ltd and Queen Elizabeth Sixth Form College. It is critical post 2016/2017 that other suitable funding sources are secured and discussions with the Combined Authority and Government will continue.
 - (c) £10K contribution from County Durham Community Foundation Education Trust.
7. The Council has also worked in partnership with Tees Valley Unlimited to try and secure funding from the Careers & Enterprise Investment Fund to deliver a Foundation for Jobs type programme across the Tees Valley. Unfortunately a recent TVU bid to the fund was unsuccessful.

Recommendation

8. It is recommended that :-
 - (a) Members note the update on delivery of the Foundations for Jobs Programme **Error! Bookmark not defined.**
 - (b) Agree to release of funding to deliver the programme in 2016/17

Reasons

9. The recommendations are supported to enable the continued delivery of the Foundation for Jobs Programme

Ian Williams, Director of Economic Growth

Background Papers

Foundation for Jobs Evaluation reports

Owen Wilson : Extension 6305

S17 Crime and Disorder	No impact
Health and Well Being	FFJ supports young people to make choices about their future careers and for some young people provides direct support in accessing jobs and apprenticeships.
Sustainability	No impact
Diversity	Foundation for Jobs seeks to enable every young person to have the opportunity to learn about the modern world of work through taking part in activities led by local employers.
Wards Affected	All wards
Groups Affected	Foundation for Jobs primarily works with young people between 10 and 20 yrs. old.
Budget and Policy Framework	This report does not recommend a change to the Council's budget or policy framework
Key Decision	This is not a key decision
Urgent Decision	No
One Darlington: Perfectly Placed	Foundation for Jobs focuses on sectors which are vital to the North-East economy, but also facing impending skills gaps, for example Engineering, Digital Industries, Hospitality, Construction, Logistics. It helps young people better understand these industries, as well as increasing awareness of the best quality route into their chosen career
Efficiency	Foundation for Jobs provides a single point of contact and a key coordinating role in supporting partnership working between Schools, Colleges and businesses.

MAIN REPORT

Information and Analysis

10. Foundation for Jobs focuses on sectors which are vital to the North-East economy, but also facing impending skills gaps, for example Engineering, Digital Industries, Hospitality, Construction, Logistics. It helps young people better understand these industries, as well as increasing awareness of the best quality route into their chosen career rather than the traditional one size fits all perception. There tends to be a large degree of crossover between Foundation for Jobs work on its key themes Apprenticeships, Internships/Work Experience and School and Business Links.

11. The co-ordination of these activities is reliant on the full time FFJ Co-ordinator supported by an independent steering group made up from FFJ partner members, including engineering companies MODUS Seabed Intervention Limited, Cummins and Bignall Group, EE, Darlington College, a Headteacher, University of Teesside and Job Centre Plus. The steering group meet regularly to oversee the strategic direction and delivery of the FFJ project.

12. Participating businesses input directly to organising and running activities, for example Modus provide a graduate engineer for a full week to deliver subsea engineering sessions, Barclays and Whessoe have supported employability skills work with year 9& 10 pupils, EE employ a significant number of apprentices, and Bignall group have supported Primary Engineer activities.
13. In response to the opening of the New National Biologics Manufacturing Centre (NBMC), in July in partnership with NBMC Foundation for Jobs ran its first bioscience event for schools where pupils made plastic from potatoes and biofuels. Tying in with this Foundation for Jobs assisted with a teacher's day at the National Biologics Manufacturing Centre in November to ensure they were fully informed of the opportunities and could pass this information on to their pupils.
14. Digital industries are an important growing North-East sector and FFJ part funded a course delivered by Teesside University in early 2015 to ensure all secondary schools had a teacher fully trained in delivering computer coding sessions. Then following on from this ran a visit to Digital City's Boho One building for pupils at Longfield School, with the aim of highlighting the wide variety of careers available in the sector.
15. FFJ has coordinated a series of employability skills sessions teaching young people CV and interview skills and involving company HR departments. These culminate in the young people being taken to an outside location where they are interviewed for a "mock" job for which they have been given a briefing by representatives of local employers. The aim is to give them a real world experience of applying for a job.
16. In September and October 2015 FFJ ran employability sessions at Hummersknott School with staff from the DfE and in February sessions with Barclays staff at Longfield Academy.
17. In January 2016 FFJ piloted a construction industry project in partnership with Keepmoat. Pupils at Haughton Academy (The Education Village) took part in a site visit and working in teams, prepared a tender for a changing room facility on their school fields. Tenders were presented to the Keepmoat management team and needed to include a design, costs and to demonstrate an understanding of issues such as planning and infrastructure.
18. Engineering activities including the annual Low Carbon Engineering Event, Suspension Bridge building, Hovercraft and Subsea Robot event have proved very popular with schools and students :-
 - (a) In October 2015 FFJ held the fourth Low Carbon Engineering Event, renamed the Ingenious Engineering Event. On the day 160 pupils from seven secondary schools attended taking part in eight activities provided by seven local firms to encourage their interest in engineering. Activities included computer coding and Vex Robots provided by Go Ahead, CAD with Cummins, Mech-Tool paper bridges, Smart Materials with Durham University, Carbon Capture with Whessoe, Subsea Robotics with Modus and a Mars Mission with a STEM ambassador.

- (b) All school groups were able to do four of eight activities offered on the day, each lasting around 45 minutes.
 - (c) Over 2 weeks in November Darlington College hosted the suspension bridge building kit on loan from the Institution of Civil Engineering, allowing teams of pupils to work in teams to build a fully working suspension bridge.
 - (d) In February 2016 pupils took part in the FFJ Subsea Week, building mini subsea robot kits and testing them in a deepwater tank. As in previous years Modus Subsea Intervention gave the free support of a member of staff for the entire week.
 - (e) In March, with 100 pupils from eight schools spent the day designing and building a working hovercraft capable of carrying a pilot.
19. Other activities in the last year include leading on delivery of the Virgin Money Make £5 Grow entrepreneurship project in Darlington primary schools, assisting with a conference by sports students at the Queen Elizabeth sixth form college to encourage leadership amongst school children and hosting visits to local firms as part of work experience activities.
20. Following on from a pilot at The Student Loans company last year FFJ has completed a video, featuring young people with Learning Disabilities or Difficulties at work. This was presented at the NECC Darlington committee and which has led to follow up enquiries from business which have said they will participate in supporting young people with Learning Disabilities or Difficulties.

Outcome of Consultation

21. Foundation for Jobs was launched in January 2012 against a backdrop of rapidly increasing youth unemployment and young people Not in Education, Employment or Training (NEET). Within this context the Northern Echo, Darlington Council and Darlington Partnership developed Foundation for Jobs to help young people make informed career choices and improve their chances of accessing employment, apprenticeships and/or training.

Financial Implications

22. For 2016/17 Foundation for Jobs is fully funded through external grants. Work continues to secure future funding to continue the project post 2016/17.

Risks

23. Funding secured from the Royal Academy of Engineering and County Durham Community Foundation must be used in accordance with the provisions of the respective organisations Funding Agreement's.
24. The grant conditions for both funding streams reflect the scheduled delivery outputs from the 2016/17 FFJ programme and require quarterly monitoring reports. The Council's Economic Initiatives External Funding team will take responsibility for ensuring that these grant conditions are met.