

Employment and Enterprise Partnership Action Board

Date Tuesday 10th December 2013

Time 3.00 - 5.00 p.m.

Venue Conference Room, Old Town Hall, Stratford,
E15 4BQ

Contact Officers:

Lead Officer:

Jane Sherwood
Head of Economic Regeneration
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Clerk to the Meeting:

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Members of the Employment and Enterprise Partnership Action Board

Liam Kane (Chair)	East London Business Alliance
Brian Menzies	Operations Manager Jobcentre Plus (Newham)
Julia Bollam	Newham College of Further Education
Fay Cannings	Bovis Lendlease
Val Lowman	Bovis Lendlease
John James	Newham Chamber of Commerce
Alison White	East London Business Alliance
Jonathan Watson	Westfield
Ray Wilkinson	University of East London
Councillor Neil Wilson	Executive Member for Equalities and Social Inclusion, LBN
Councillor Lester Hudson	Executive Member for Finance, Property and Support Services
Councillor Alec Kellaway	Executive Member for Business and Skills
Colin Zetie	Voluntary Sector
Michelle May	London Legacy Development Corporation

Officer Support

Jo Negrini	Director of Strategic Regeneration, Planning and Olympic Legacy
Jane Sherwood	Head of Economic Regeneration
Margaret Almond	Access to Jobs team leader, LBN
Steve Cameron	Head of Achievement and Employability, LBN
Nadia McMahon	16-19 Commissioning Manager
Rashid Patel	Assistant Head of HR – Resourcing, LBN
Adrian May	Principal Improvement and Performance Manager
Sally Pugh	Improvement and Performance Officer
Anne Ibezi	Strategy & Partnerships Manager, Policy Partnerships and Communications
Annette Hirons	Head of Improvement and Performance
Linzi Roberts-Egan	Director, Children's Services

Observers

Councillor Ted Sparrowhawk	Scrutiny
David Sommerfeld	Scrutiny Manager

Agenda

1. **Welcome and General Matters (Pages 1 - 10)**

Welcome to members

- a) Apologies for absence
- b) Introductions
- c) Minutes of the meeting held 17th September 2013 (Enclosed)
- d) Declarations of Interest – Members of the Partnership should declare any interests in relation to any business on the agenda. Advice for members is attached. (Enclosed)

2. **Labour Market Update (Pages 11 - 20)**

Key statistical information relating to employment, unemployment and the claimant count.

Sally Pugh, Improvement and Performance Officer, LBN

3. **Report from Regeneration and Employment Scrutiny Commission: Apprenticeships in Newham (Pages 21 - 66)**

David Sommerfeld, Scrutiny Manager, LBN

4. **Physical Regeneration in Newham: overview of the major developments in the Borough**

Colm Lacey, Head of Regeneration, LBN

5. **ABP -Advanced Business Parks**

Overview of plans to develop the 35 acres Royal Docks site which will bring an estimated 20,000 jobs to Newham over 20 years.

Neil Robinson, Director of Global Communications, ABP

6. **Forward Agenda**

The following items are on the Forward Agenda:

Item	Meeting date
UEL - Graduate destination information	11 th March 2014
Report from the Prince's Trust	11 th March 2014
Housing Benefit reform update	TBC
Update from Groundwork	TBC
Report from Lendlease on developments with East Village and The International Quarter.	TBC

7. Newham Partnership Forward Plan (Pages 67 - 70)

The Forward Plan sets out the reports each Partnership Action Board (PAB) will consider at meetings.

8. Any other business

9. Date of next meeting

The next meeting is on Tuesday 11th March 2014

Information about the Newham Partnership and the Employment and Enterprise Partnership Action Board

The Newham Partnership is the Local Strategic Partnership (LSP) for Newham and brings together a range of organisations from the public, private, voluntary and community sectors.

Partnership Action Boards (PAB), such as Employment and Enterprise, brings together partners and organisations who will direct and deliver key objectives across the seven themes of the Sustainable Community Strategy. The Partnership Action Boards have responsibility for managing the performance in terms of delivering targets and outcomes, which fall within their remit. In addition contributing to the Newham Partnership's overall targets where they can make a positive impact on cross cutting priorities.

The Employment and Enterprise LAPB oversees Business Growth and Access to Jobs in Newham in order to:

- Co-ordinate local plans and initiatives relating to training, employment and business growth; developing these in consultation with employers
- Improve and simplify joint working in the borough.
- Identify local job and business opportunities and ensure these are available to local people
- Contribute to the achievement of national targets to tackle unemployment and worklessness

The Employment and Enterprise PAB has been allocated the following LAA targets:

National Indicator	Title	Target
NI 151	Overall employment rate	61.9%
NI 152	Working age people on out of work benefits	15.4%
NI 154	Net additional homes provided	1,800
NI 161	Learners achieving a Level 1 qualification in literacy	576
NI 163	Working age population qualified to at least Level 2 or higher	61.2%
NI 171	New business registration rate	50.1 %

The general terms of reference for the Partnership Action Board are as follows:

- i) To provide leadership across a specific theme of the Sustainable Community Strategy, developing detailed strategies and action plans for the delivery of outcomes.
- ii) Managing performance of any LAA indicators and other key targets within their theme, undertaking a partnership approach to delivering improvements and ensuring added value.
- iii) To receive quarterly performance reports, undertaking performance management and problem solving and to provide an exception report on areas of concern to the Public Service Board and the Newham Partnership Board.
- iv) To work with the Public Service Board to overcome barriers and identify solutions, ensuring a cross cutting and shared approach to improving performance.

- v) To identify key issues and emerging trends, using the Partnership Action Board as a forum for information sharing and developing a shared approach and joint working across their field of work.
- vi) To ensure that the Partnership Action Board's work informs and complements the work being implemented across all of the themes of the Sustainable Community Strategy, identifying opportunities to provide added value and contribute to delivering the Newham Partnership's overall vision and objectives.
- vii) To carry out any statutory functions, which fall within their remit, and to determine any additional terms of reference or responsibilities that together the partners wish to pursue.
- viii) To produce a forward plan for agendas and seek to achieve a balance between performance management and consideration of strategic issues.
- ix) To engage local businesses and independent organisations around specific areas of work or to fill specific specialism, knowledge or skills roles, and are transparent about the rationale.
- x) To undertake an annual self-assessment and review their focus and objectives, structures and membership in light of the outcomes.

Newham Partnership

Members' Declarations of Interest

Matters for Consideration Revised Guidance – October 2012

Newham Partnership has an agreed protocol for ensuring that Members' interests are recorded in order to ensure decisions are taken in an open and transparent manner.

The public and all those participating in a meeting should be aware of any interest a member has in a particular matter. Therefore, such interests should be clearly declared unless transparent to all those present by the very nature of the representatives' role.

Newham Partnership members will be asked at the start of each meeting if they have any declarations of interest. You are also required to declare any interests before the consideration of the matter, or as soon as the interest becomes apparent, if you were not aware of it at the start of the meeting. Interests must be declared clearly so all those attending the meeting are aware of the interest and how it arises.

1. Disclosable Pecuniary Interests

- 1.1 Disclosable Pecuniary Interests (DPI) are covered in detail in the Localism Act 2011. Definitions of DPIs are set out in Appendix F of the Newham Partnership Constitution. Breaches of the law relating to these may be a criminal offence.
- 1.2 If you have a DPI in any matter on the agenda you must not participate in any discussion or vote on that matter. Any Newham Partnership member who does so without a prior Dispensation (see below) may be committing a criminal offence, as well as a Breach of the Code of Conduct.
- 1.3 Any Newham Partnership member declaring a DPI is required to leave the meeting (including any public seating area) during consideration of the matter.
- 1.4 Failure to abide by the requirement to declare a DPI may lead to the representative and/or the member organisation being removed from the Newham Partnership.

2. Non-Disclosable Pecuniary Interest or Non-Pecuniary Interest

- 2.1 Newham Partnership members are required to make a verbal declaration of the existence and nature of any "Non-Disclosable Pecuniary Interest" or "Non-Pecuniary Interest". Any Member who does not declare these interests in any matter when they apply may be in breach of the Code of Conduct.
- 2.2 You may have a "Non-Disclosable Pecuniary Interest or Non-Pecuniary Interest" in an item of business where:
 - a). A decision in relation to that business might reasonably be regarded as affecting your well-being or financial standing, or a member of your family, or a person with whom you have a close association with to a greater extent than it would affect the majority of the Council taxpayers, ratepayers or inhabitants of the

London Borough of Newham as a whole (or in the case of councillors - the ward or electoral area for which they have been elected), or

- b). It relates to interests which would be a DPI, but in relation to a member of your family or a person with whom you have a close association and that interest is not a DPI. If the matter concerns your spouse, your civil partner or someone you live with in a similar capacity, it is covered by the provisions relating to DPIs.
- c). It could also cover membership of organisations which you have listed on your Register of Interests (including appointments to outside bodies), where there is no well-being or financial benefit accruing to you but where your membership might be said to be relevant to your view of the public interest.

2.3 A person with whom you have a close association is someone who is more than an acquaintance, and is someone you are in contact with over a period of time, whether regularly or not. It is someone that a reasonable member of the public might think you would be prepared to favour or disadvantage when discussing a matter which affects them and so covers friends, colleagues, business associates, or someone you know through social contact.

2.4 Family should be given a wide meaning. In relation to the family of both you and your partner, it would include the parents, parents-in-law, children and step children, brothers and sisters, grandparents, grandchildren, uncles and aunts, nephews or nieces, together with the partners of any of these persons.

3. Dispensations

3.1 Newham Council's Monitoring Officer (the Director - Legal, People and Change) has delegated authority to grant dispensations under Section 33 of the Act. The Monitoring Officer has granted the following general dispensations to all Newham Partnership members until the end of the current administration in May/June 2014 on the grounds that the dispensation is in the interests of the inhabitants of Newham and/or it is appropriate to grant the dispensation to maintain a similar position as applied under the previous code of conduct. This means that Newham Partnership members do not need to leave the meeting if their Disclosable Pecuniary Interest arises and is:

- An interest common to the majority of inhabitants in their ward.
- An interest so remote that it is not likely to prejudice their judgement of the public interest.
- Council housing unless related to their own particular tenancy.
- School meals and/or transport unless relating to their own child's school.
- Statutory sick pay for members.
- Members allowances.
- Setting Council Tax or precept.
- Agreeing any Local Council Tax Benefit Scheme.
- Interests arising from membership of an outside body to which the authority has appointed or proposes to appoint them.
- The Local Government Pension Scheme unless relating specifically to their own circumstances.

Newham Partnership Employment and Enterprise Partnership Action Board

Meeting held on 17th September 2013
in Conference Room, Old Town Hall, Stratford, E15 4BQ

- Members Present:** Liam Kane (Chair)
Brian Menzies, Fay Cannings, John James, Councillor
Lester Hudson, Councillor Alec Kellaway and Colin Zetie
- Also Present:** Councillor Ted Sparrowhawk, David Sommerfeld, Wendy
Smith (on behalf of Julia Bollam), Julie Hutchinson (ELBA)
and Nathalie France (Prince's Trust)
- Officers Present:** Jane Sherwood, Margaret Almond, Nadia McMahon and
Sally Pugh
- Apologies:** Julia Bollam, Val Lowman, Ray Wilkinson, Councillor Neil
Wilson, Steve Cameron and Fenno Outen

The meeting commenced at 3.03 p.m. and closed at 4.46 p.m.

1. Welcome and General Matters

The Chair welcomed everyone to the meeting and introductions were made.

The Chair welcomed in particular Nathalie France from the Prince's Trust. Natalie informed the Partnership Action Board that the Trust is planning to establish a new centre in Newham and she was present today to continue getting to know people and the borough.

The apologies for absence were noted.

Matters Arising:

Item 1 – Welcome and General matters (Matters Arising) – The Chair advised the Partnership Action Board that Chobham Academy had joined the Business Action Group for schools. Both the London Borough of Greenwich and Waltham Forest had adopted the programme.

Item 4 – Mental Health and Employment – The Chair requested that it be established that Councillor Wilson was acting as Chair of the Employment Network Group.

Item 5 – Workplace Training Framework – Margaret Almond confirmed that the extension to the Workplace Training Framework had been put in place.

Item 6 – Procurement of the Workplace Independent into Work Debt and Legal Advice Service – Margaret Almond advised the Partnership Action Board that this service would not go via in-house commissioning and would now be re-procured as a service which continues to be embedded in Workplace.

Liam Kane (Chair) declared a non pecuniary interest in item 4 (East London Business Alliance: Introducing London Works) by virtue of his position as Chief Executive of East London Business Alliance.

2. Labour Market Update

The Employment and Enterprise Partnership Action Board received this report which provided information on Newham's labour Market.

Sally Pugh, Strategic Commissioning and Intelligence Officer introduced the report. The Chair stated that at the last meeting he had commented that the figures presented were positive and felt that this month's results had also been positive. Jane Sherwood, Head of Economic Regeneration reiterated her previous comments of caution as the figures represented an Olympic year.

John James commented that he was pleased that Newham showed a steady progress compared to other boroughs.

Sally advised the Partnership action Board of the key points including:

- Newham's employment rate has remained at 60.5% for the last two quarters
- Newham has one of the highest number of people coming off JSA during July; however total JSA claimant count was still second highest behind Lambeth. When expressed as a proportion of the working age population Newham's count for July was lower than other host boroughs, with the exception of Greenwich.

Brian Menzies, Jobcentre plus (JCP) stated that the August JSA count figures painted an even better picture

- JSA claimant count by Job Centre Plus office – for all four offices the off-flow outweighed the on-flow
- 12 month claimant count has fallen for the fifth consecutive month

- 18-24 claimant count – 12% reduction in the last year, however this is below the reduction seen in the host borough average
- The number of economically inactive people was highest in Newham and Tower Hamlets
- The unemployment rate was down slightly
- NEET unknown figures were in line with data for London

Brian Menzies commented that Jobcentre plus had aspirations to reduce the claimant count to below 10,000 by the end of the operational year. Brian added that the downward trend was positive.

The Chair commented that there appeared to be an issue with Plaistow Jobcentre plus office which had more claimants than other offices. Brian stated that he would report back on this at the next meeting.

Cllr Kellaway stated that there was positive feedback coming through from recent jobs fairs.

Wendy Smith, Newham College of Further Education (NCFE) said that there were a number of people who were, for various reasons a distance away from the job market.

Nadia McMahon asked how new housing policies impacted on families. The Chair asked if there were any statistics on families having to move due to the new housing policies. Jane Sherwood stated that she would obtain an update on the issues for discussion at the next meeting.

In response to a question from the Chair, Colin Zetie stated that there had been a reduction in intervention funding although there was funding available via the lifelong learning programme.

The Chair wondered how employers in small businesses had the capacity to allow employees to undertake training. Jane Sherwood stated that she felt it would be useful for a small focus group to get together to try to find some solutions to the issues raised by the Partnership Action Board. Representatives from NCFE, JCP, Groundwork, LBN and ELBA expressed an interest in the group. Councillor Kellaway stated that he would be happy to provide some written evidence.

Jane stated that she would organise this outside of the meeting.

Decision

The Partnership Action Board agreed:

- i) **To note the report; and**

- ii) **To note that a small focus group would be established to look at the issues around employment and training and how we can use existing resources to support jobseekers with continuing barriers to employment.**

3. University of East London - Overview of Education, Employment and Business Initiatives

Lynsey Cole, Head of Business Partnerships and Andrew Leacy, Employability and Enterprise Manager UEL attended the meeting to give a presentation on their education, employment and business initiatives.

Lynsey Cole gave an overview of the UEL advising that it was an enterprising university offering business and innovative support to students, graduates and the wider community.

The UEL's Knowledge Dock Business Centre (KDBC) can offer businesses space ranging from a hot desk to office space.

Lynsey stated that the KDBC had:

- 43 businesses including design, IT and business services
- 250 employees
- A £10.9 million turnover
- EU accreditation
- Space for meetings and event
- Hot-desking and shared & dedicated business units

The UEL also has a digital print and design bureau offering a print and design service.

The UEL also

- Aims to be a leading university for women's entrepreneurship by 2020
- Responds to UK and EU Policy drivers
- Engages with academies in working with businesses to support global business growth
- Has a menu of support for SMEs including:
 - Academic consultancy
 - Student placements
 - Peer learning groups
 - International business-to business networking

Andrew Leacy advised the Partnership Action Board that the Employability and Enterprise Team at UEL provides professional careers support to all students. However they have placed emphasis on developing practical employability skills.

Transformational opportunities include:

- Access to work experience
- Professional mentoring support
- Graduate vacancies
- Employer engagement activities such as: A day in the life
- Research opportunities
- Support with developing entrepreneurial ambition

Andrew informed the Partnership Action Board how they could work with UEL to promote the education, employment and business initiatives:

- Organisations can advertise their vacancies at the UEL
- Organisations can take on an intern or offer work experience
- Mentor a student
- Sponsor events

The Chair thanked Lynsey and Andrew for their presentation.

In response to a question from Fay Cannings, Andrew said that the mentoring and volunteering schemes were most popular.

The Chair commented that the 'A day in the life' lectures do work very well.

4. East London Business Alliance: Introducing London Works

The Partnership Action Board received a presentation from Julie Hutchinson, Director, Skills & Employment at ELBA on their planned recruitment agency to support local graduates.

Julie advised the Partnership Action Board that ELBA undertook a lot of work with Newham placing over 4,000 people into work to date. Over 2,000 people had been trained and they had tried and tested award winning models.

Julie informed the Partnership Action Board of London Works which:

- Is a wholly owned trading subsidiary of ELBA
- Is a professional and competitive recruitment service
- Will re-invest earned surpluses into ELBA's regeneration and employability initiatives
- Is committed to clients, candidates and communities

Julie added that London Works will look to recruit to a number of organisations and various jobs including:

- Desk administrator
- Data input clerk
- Researcher
- Marketing Assistant

- Data Analyst
- Loans Administrator

London Works has its own Board which has strong membership which represents some of the key employers in the City and Canary Wharf.

The programme will be delivered through three phases moving to delivery in January 2014 and is a real partnership opportunity.

The Chair commented that it was an exciting project and the challenge was to get good east London young people, who have often already had to overcome barriers to employment, into the work environment where they would have an opportunity to thrive and gain permanent employment.

In response to a question from Councillor Kellaway, Julie stated that it would be challenging but they want employers to work with them to shape the development of London Works.

In response to a question from Jane Sherwood, Julie said that London Works would be able to successfully compete in the commercial, private sector employment agency market.

5. Recommendations from the Employment Network Group

Fenno Outen was unable to be present at the meeting so provided a written update on Mental Health and Employment which included:

- **Mental Health Employment support reorganisation proposal approved for consultation at HWBB**
 - Bringing together health and social care investment into a single specialist Mental Health Employment Support Team
- **Joint working between DEAs / ESAs and secondary ESs**
 - Secondary mental health care now has joint clinics
- **Employment retention pathway via Remploy/Access to Work**
 - A pathway has been agreed for Newham Service users (initially primary care, then secondary care using the same pathway) to access a Remploy employment retention service
- **Co-production**
 - A significant group of mental health service users engaged in a co-production project under the Right to Control project

- **Peer support**
 - A small network of service users meeting to support each other around employment goals
- **Pathway development**
 - For a number of service users, particularly in secondary mental healthcare, employment is not seen as an option. Some work needs to be undertaken earlier in the pathway to change this self-perception.
- **Employment Network/Strategy group**
 - First initial meeting needs to be organised at the earliest opportunity

6. Forward Agenda

Jane Sherwood made the following suggestions as items for future meetings:

Item	Meeting date
Update from Scrutiny	10 th December 2013
Presentation from Birkbeck	10 th December 2013
Focus group (established at this meeting) to give an update on actions taken	TBC
Housing Benefit reform update	TBC
Update from Colin Zetie	TBC
Report from the Prince's Trust	11 th March 2014
Jobcentre Plus performance data	10 th December 2013
UEL destination data	10 th December 2013
Newham College update	10 th December 2013
Report from Lendlease on developments with East Village and The International Quarter.	TBC

7. Newham Partnership Forward Plan

The Newham Partnership Forward Plan was noted.

8. Any other business

Fay added that she would be leaving Lendlease at the end of September. The Chair thanked her for all for all her hard work and support for Workplace and wished Fay all the best for the future

9. Date of next meeting

The Partnership Action Board noted that the next meeting was scheduled for Tuesday 10th December 2013.

Meeting:	Employment and Enterprise Partnership Action Board
Meeting Date:	10 th December 2013
Subject:	Labour Market Update
Report:	For Comment and Feedback

Purpose of Report

To provide the partnership with information on the latest Labour Market update for Newham including employment, unemployment and the claimant count.

Recommendations

1. The Employment and Enterprise Partnership Action Board is asked to note the attached information.

Originator of report: Sally Pugh, Improvement and Performance Officer

Telephone no: 020 3373 8198

E-mail address: sally.pugh@newham.gov.uk

List of Appendices:

- Appendix 1: Labour Market Update

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**Employment and Enterprise Partnership Action Board
Labour Market Update - November 2013**

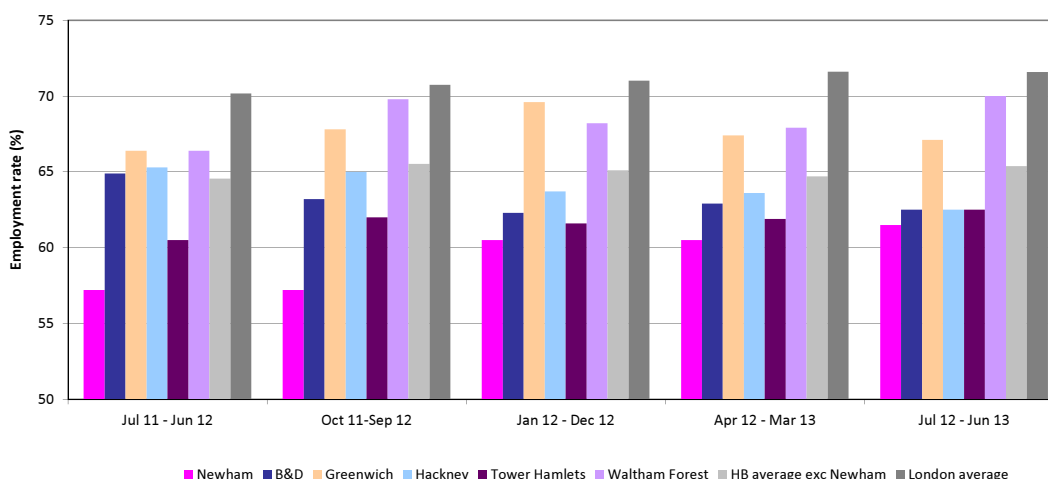
This report uses the most recent NOMIS employment data, which is published with a three month time lag and covers the 12 month period up to June 2013. Improvements to the processing of employment datasets by ONS mean that datasets will now be released approximately 3.5 months after the end of each quarterly period (three to six months earlier than previously). The next update is due on 22nd January 2014 and will cover the 12 months to September 2013.

Employment Rate

Source: Annual Population Survey, October 2013

Employment Rate (%)	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB average exc Newham	London average
Jul 11 - Jun 12	57.2	64.9	66.4	65.3	60.5	66.4	64.5	70.2
Oct 11-Sep 12	57.2	63.2	67.8	65.0	62.0	69.8	65.5	70.7
Jan 12 - Dec 12	60.5	62.3	69.6	63.7	61.6	68.2	65.1	71.0
Apr 12 - Mar 13	60.5	62.9	67.4	63.6	61.9	67.9	64.7	71.6
Jul 12 - Jun 13	61.5	62.5	67.1	62.5	62.5	70.0	65.4	71.6
% point difference same period previous year (Jul 12 - Jun 13 v Jul 11 - Jun 12)	4.3	-2.4	0.7	-2.8	2.0	3.6	0.8	1.4

Employment rate, Newham, the host boroughs, the host borough average (excluding Newham) and the London average



Newham's employment rate rose to 61.5% this quarter; 61.5% is the highest rate recorded for Newham since the Annual Population Survey began. Since the last data release, relating to the period Apr 12 to Mar 13, the host borough average (excluding Newham) has also increased, while the London average has remained the same.

When compared with the same period last year, Newham's employment rate shows a greater increase than that for any of the host boroughs; for two of the host boroughs the rate has in fact decreased since this time last year.

Definition: the employment rate is based on the Annual Population Survey (APS), which samples the numbers of residents declaring themselves to be working and then multiplies up to give a total percentage of the working age population. It is not a headcount measure. 'The APS is the largest regular household survey in the UK. It includes data from the Labour Force Survey (LFS), plus further sample boosts in England, Wales and Scotland. The survey includes data from a sample of around 256,000 people aged 16 and over.' (Source: NOMIS) The sample size for Newham for the period Jul 12 - Jun 13 was 779.

JSA On and Off Flows

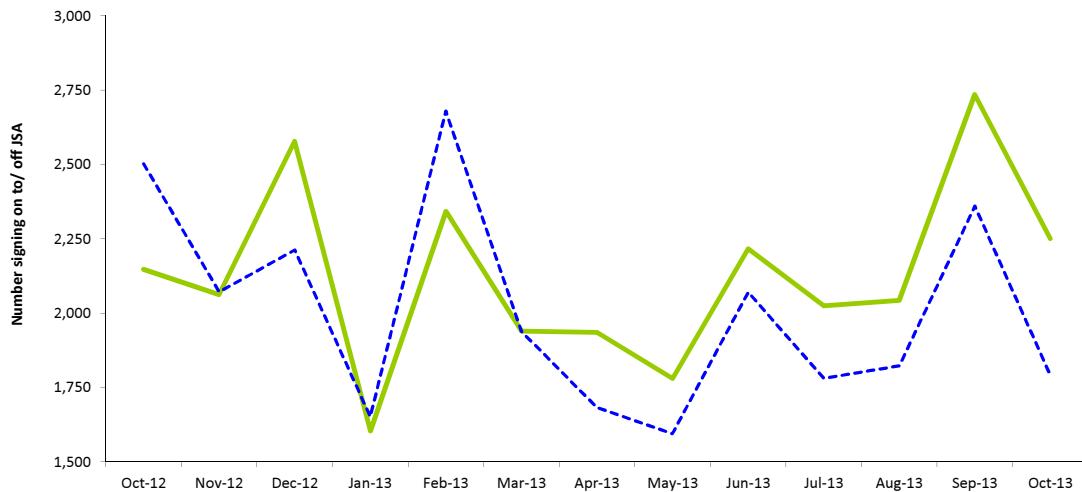
Source: ONS claimant counts, October 2013

JSA on and off flows - Oct 13	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB average exc Newham	London Average
Off-flows	2,250	1,400	1,443	1,655	1,938	1,732	1,634	1,295
On-flows	1,790	1,058	1,160	1,464	1,446	1,378	1,301	1,051
Net Difference	460	342	283	191	492	354	332	245

The most recent figures available (as at 13th November) are for October 2013, and show that Newham was amongst the boroughs seeing the highest number of people coming off JSA in London. However, Newham's total JSA claimant count stood at the second highest in London in November 2013 (behind Lambeth only).

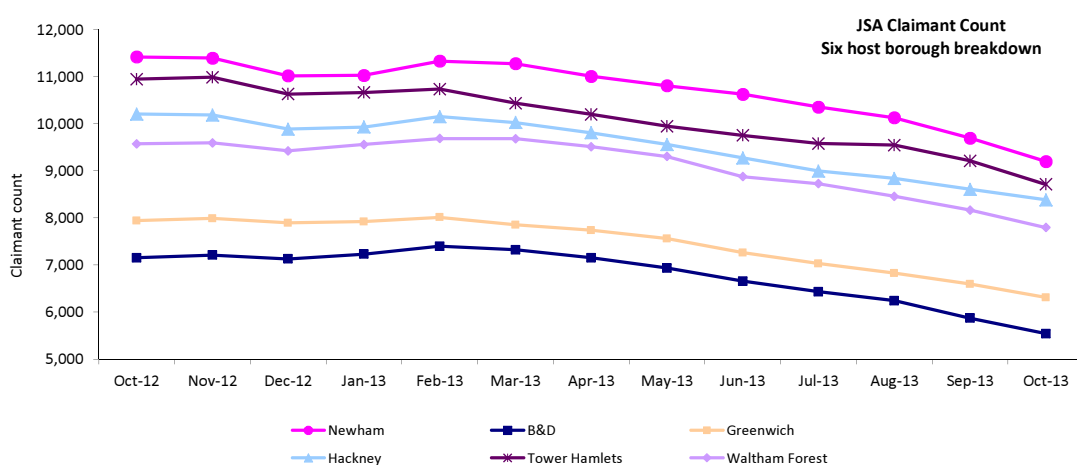
JSA Off-flows	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	6HB Average exc Newham	London Average
Oct-12	2,147	1,324	1,459	1,665	1,793	1,600	1,568	1,309
Nov-12	2,062	1,236	1,429	1,616	1,620	1,565	1,493	1,245
Dec-12	2,577	1,476	1,655	1,886	2,174	1,839	1,806	1,442
Jan-13	1,604	966	1,075	1,265	1,406	1,220	1,186	972
Feb-13	2,342	1,437	1,760	1,907	2,071	1,897	1,814	1,414
Mar-13	1,939	1,158	1,421	1,513	1,822	1,433	1,469	1,160
Apr-13	1,935	1,169	1,299	1,477	1,665	1,452	1,412	1,130
May-13	1,780	1,121	1,297	1,586	1,652	1,438	1,419	1,116
Jun-13	2,216	1,501	1,698	1,977	1,895	1,929	1,800	1,414
Jul-13	2,024	1,275	1,405	1,656	1,736	1,545	1,523	1,197
Aug-13	2,043	1,256	1,346	1,655	1,562	1,660	1,496	1,191
Sep-13	2,735	1,738	1,756	2,151	2,225	2,049	1,984	1,563
Oct-13	2,250	1,400	1,443	1,655	1,938	1,732	1,634	1,295
JSA On-flows	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB Average exc Newham	London Average
Oct-12	2,502	1,534	1,764	1,960	1,945	1,850	1,811	1,411
Nov-12	2,071	1,301	1,503	1,624	1,680	1,576	1,537	1,221
Dec-12	2,212	1,390	1,571	1,615	1,838	1,712	1,625	1,318
Jan-13	1,651	1,071	1,125	1,308	1,441	1,357	1,260	1,032
Feb-13	2,679	1,644	1,876	2,132	2,187	2,073	1,982	1,570
Mar-13	1,939	1,089	1,265	1,417	1,541	1,453	1,353	1,092
Apr-13	1,683	1,006	1,191	1,251	1,429	1,293	1,234	1,003
May-13	1,594	894	1,128	1,375	1,411	1,275	1,217	967
Jun-13	2,070	1,241	1,393	1,705	1,733	1,511	1,517	1,201
Jul-13	1,781	1,048	1,198	1,395	1,583	1,409	1,327	1,080
Aug-13	1,823	1,075	1,161	1,519	1,562	1,397	1,343	1,091
Sep-13	2,360	1,389	1,528	1,981	1,919	1,782	1,720	1,378
Oct-13	1,790	1,058	1,160	1,464	1,446	1,378	1,301	1,051

Newham's JSA on flows (blue dotted line) and off flows (green solid line)



JSA net difference on/off flows (a positive number means more off flow than on flow)	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB Average exc Newham	London Average
Oct-12	-355	-210	-305	-295	-152	-250	-242	-102
Nov-12	-9	-65	-74	-8	-60	-11	-44	24
Dec-12	365	86	84	271	336	127	181	124
Jan-13	-47	-105	-50	-43	-35	-137	-74	-61
Feb-13	-337	-207	-116	-225	-116	-176	-168	-156
Mar-13	0	69	156	96	281	-20	116	67
Apr-13	252	163	108	226	236	159	178	127
May-13	186	227	169	211	241	163	202	149
Jun-13	146	260	305	272	162	418	283	213
Jul-13	243	227	207	261	153	136	197	118
Aug-13	220	181	185	136	0	263	153	100
Sep-13	375	349	228	170	306	267	264	184
Oct-13	460	342	283	191	492	354	332	245

JSA Claimant Count



JSA Claimant Count	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB Average exc Newham	London Average
Oct-12	11,421	7,155	7,942	10,209	10,951	9,577	9,167	6,812
Nov-12	11,397	7,212	7,989	10,189	10,987	9,596	9,195	6,780
Dec-12	11,020	7,131	7,894	9,889	10,632	9,428	8,995	6,645
Jan-13	11,032	7,233	7,924	9,932	10,666	9,561	9,063	6,701
Feb-13	11,333	7,401	8,015	10,153	10,738	9,688	9,199	6,837
Mar-13	11,279	7,323	7,854	10,028	10,441	9,685	9,066	6,758
Apr-13	11,011	7,156	7,739	9,809	10,200	9,516	8,884	6,622
May-13	10,810	6,937	7,565	9,562	9,951	9,307	8,664	6,464
Jun-13	10,629	6,659	7,262	9,274	9,756	8,878	8,366	6,239
Jul-13	10,357	6,432	7,034	8,999	9,582	8,729	8,155	6,114
Aug-13	10,129	6,244	6,831	8,842	9,550	8,458	7,985	6,004
Sep-13	9,697	5,874	6,598	8,611	9,217	8,170	7,694	5,806
Oct-13	9,199	5,546	6,314	8,385	8,716	7,798	7,352	5,551

GLA 2012 SHLAA Projections for 2013 for the working age* population	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB Average exc Newham	London Average
	234,200	125,600	183,300	183,900	202,100	180,700	n/a	n/a

Proportion of the working age population claiming JSA**	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB Average exc Newham	London Average
	3.9%	4.4%	3.4%	4.6%	4.3%	4.3%	n/a	n/a

*Working age is defined as aged 16 to 64.

**This is expressing the number of JSA claimants as at October 2013 as a proportion of the working age population.

Month on month change (Oct 13 v Sep 13)	-498	-328	-284	-226	-501	-372	-342	-254
Month on month % change (Oct 13 v Sep 13)	-5.1%	-5.6%	-4.3%	-2.6%	-5.4%	-4.6%	-4.4%	-4.4%
Change from same period last year (Oct 13 v Oct 12)	-2,222	-1,609	-1,628	-1,824	-2,235	-1,779	-1,815	-1,261
% change from same period last year (Oct 13 v Oct 12)	-19.5%	-22.5%	-20.5%	-17.9%	-20.4%	-18.6%	-19.8%	-18.5%

- Newham's overall claimant count fell by 5.1% between September and October, with a loss of 498 claimants. In percentage terms, this decrease was a little greater than that for the host borough average (excluding Newham) and that for the London average.
- Newham's total JSA claimant count stood at the second highest in the capital in October 13 (behind Lambeth only); Newham has shown the second highest count overall (behind Lambeth) since September 2012. However, when expressed as a proportion of the working age population, Newham's count for October 2013 was lower than that for all the other host boroughs except for Greenwich. Outside the host boroughs, the claimant count - when expressed as a proportion of the working age population - was also higher than Newham's in Southwark, Enfield, Lewisham, Lambeth and Haringey.
- Please note that there are differences between the on/ off flows data and the overall claimant count: the two sets of data are not directly comparable (i.e. the difference in on/ off flows from the previous month will not equal the claimant count for the most recent month). NOMIS attributes this to lags in recording the off flow and to clerical adjustments (e.g. standardising monthly data for 4/ 5 week periods, and claimants moving in and out of age/ duration bands, or moving areas).

JSA Claimant Count by Job Centre Plus office

JSA Claimant Count (by Job Centre Plus	East Ham	Canning Town	Plaistow	Stratford
Oct-12	2,062	3,095	3,178	3,223
Nov-12	2,063	3,054	3,221	3,227
Dec-12	1,943	2,959	3,156	3,114
Jan-13	1,993	2,945	3,183	3,047
Feb-13	2,042	2,968	3,265	3,186
Mar-13	2,029	2,963	3,296	3,151
Apr-13	1,975	2,949	3,224	3,028
May-13	1,942	2,862	3,217	2,943
Jun-13	1,877	2,812	3,161	2,960
Jul-13	1,800	2,734	3,121	2,870
Aug-13	1,731	2,647	3,035	2,861
Sep-13	1,707	2,501	2,911	2,754
Oct-13	1,636	2,343	2,734	2,632
Month on month change (Oct 13 v Sep 13)	-71	-158	-177	-122
Month on month % change (Oct 13 v Sep 13)	-4.2%	-6.3%	-6.1%	-4.4%
Change from same period last year (Oct 13 v Oct 12)	-426	-752	-444	-591
% change from same period last year (Oct 13 v Oct 12)	-20.7%	-24.3%	-14.0%	-18.3%

JSA net difference on/off flows (by Job Centre Plus office) (a positive number means more off flow than on flow)	East Ham	Canning Town	Plaistow	Stratford
Oct-12	-49	-83	-96	-122
Nov-12	-14	44	-48	-5
Dec-12	119	85	51	120
Jan-13	-57	14	-37	45
Feb-13	-65	-35	-87	-149
Mar-13	4	-1	-30	-7
Apr-13	48	26	69	118
May-13	22	92	4	82
Jun-13	74	44	49	-19
Jul-13	63	66	50	88
Aug-13	73	84	82	-1
Sep-13	43	120	120	91
Oct-13	59	139	168	115

Overall, October saw a greater, positive net change than was seen in September. The contrast with October 2012 is quite marked: this time last year all four offices saw more people signing onto JSA than signing off, whereas in October 2013 (and in September 2013) the off flow outweighed the on flow for all four offices.

Please note that the total of the claimant count for the four offices does not equal that for Newham as a whole. This is to be expected, as there is no direct mapping from Job Centre office geographies to local authority administrative geographies.

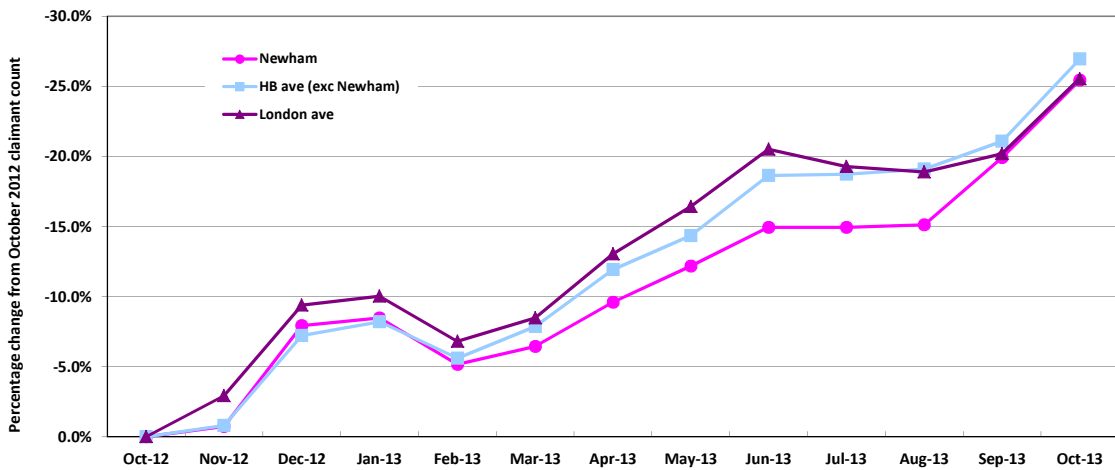
JSA Claimant Count - claiming for 1 year +								
JSA Claimants 1 year +	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB Average exc Newham	London Average
Oct-12	3,285	2,175	2,350	3,240	3,620	3,020	2,881	1,988
Nov-12	3,235	2,145	2,315	3,205	3,565	3,005	2,847	1,963
Dec-12	3,200	2,130	2,240	3,155	3,485	2,995	2,801	1,940
Jan-13	3,180	2,125	2,225	3,130	3,460	3,015	2,791	1,937
Feb-13	3,180	2,090	2,210	3,095	3,380	3,005	2,756	1,924
Mar-13	3,160	2,045	2,205	3,055	3,350	2,990	2,729	1,914
Apr-13	3,105	2,035	2,180	3,050	3,305	2,960	2,706	1,901
May-13	3,080	2,010	2,165	2,995	3,285	2,920	2,675	1,892
Jun-13	3,070	1,930	2,160	2,970	3,280	2,925	2,653	1,884
Jul-13	3,015	1,910	2,140	2,960	3,275	2,895	2,636	1,863
Aug-13	2,940	1,865	2,105	2,915	3,240	2,845	2,594	1,835
Sep-13	2,910	1,835	2,105	2,895	3,190	2,855	2,576	1,813
Oct-13	2,840	1,800	2,045	2,830	3,075	2,790	2,508	1,763
Month on month change (Oct 13 v Sep 13)	-70	-35	-60	-65	-115	-65	-68	-50
Month on month % change (Oct 13 v Sep 13)	-2.4%	-1.9%	-2.9%	-2.2%	-3.6%	-2.3%	-2.6%	-2.7%
Change from same period last year (Oct 13 v Oct 12)	-445	-375	-305	-410	-545	-230	-373	-225
% change from same period last year (Oct 13 v Oct 12)	-13.5%	-17.2%	-13.0%	-12.7%	-15.1%	-7.6%	-12.9%	-11.3%

- Newham's long-term (i.e. claiming for more than 12 months) JSA count has fallen for the eight consecutive month. In percentage terms, Newham's long term claimant count has fallen slightly less since September 2013 than either the host borough average (excluding Newham) or the London average.
- Since this time last year, Newham's long-term claimant count has fallen by 13.5%, compared with a fall of 12.9% for the host borough average (excluding Newham) and 11.3% for the London average.

JSA Claimant Count 18 - 24								
JSA Claimants 18-24	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB Average exc Newham	London Average
Oct-12	2,710	1,855	1,885	1,970	2,945	2,420	2,215	1,530
Nov-12	2,690	1,860	1,900	1,940	2,915	2,370	2,197	1,485
Dec-12	2,495	1,735	1,815	1,805	2,675	2,245	2,055	1,387
Jan-13	2,480	1,775	1,770	1,740	2,645	2,235	2,033	1,377
Feb-13	2,570	1,900	1,810	1,815	2,660	2,270	2,091	1,426
Mar-13	2,535	1,895	1,740	1,785	2,525	2,260	2,041	1,400
Apr-13	2,450	1,810	1,665	1,710	2,400	2,170	1,951	1,330
May-13	2,380	1,795	1,580	1,670	2,325	2,115	1,897	1,279
Jun-13	2,305	1,710	1,465	1,560	2,310	1,965	1,802	1,216
Jul-13	2,305	1,710	1,410	1,545	2,340	1,995	1,800	1,235
Aug-13	2,300	1,680	1,420	1,530	2,390	1,940	1,792	1,241
Sep-13	2,170	1,555	1,435	1,505	2,325	1,920	1,748	1,221
Oct-13	2,020	1,400	1,345	1,435	2,100	1,810	1,618	1,139
GLA 2012 SHLAA Projections for 2013 for 18 to 24 year olds	41,900	19,400	28,400	25,200	35,500	26,100		
year old population claiming JSA*	4.8%	7.2%	4.7%	5.7%	5.9%	6.9%		
*This is expressing the number of 18 to 24 year old JSA claimants as at July 2013 as a proportion of the 18 to 24 year old population.								
Month on month change (Oct 13 v Sep 13)	-150	-155	-90	-70	-225	-110	-130	-82
Month on month % change (Oct 13 v Sep 13)	-6.9%	-10.0%	-6.3%	-4.7%	-9.7%	-5.7%	-7.4%	-6.7%
Change from same period last year (Oct 13 v Oct 12)	-690	-455	-540	-535	-845	-610	-597	-391
% change from same period last year (Oct 13 v Oct 12)	-25.5%	-24.5%	-28.6%	-27.2%	-28.7%	-25.2%	-27.0%	-25.6%

- Since last month, the number of people aged 18-24 claiming JSA in Newham has fallen by 150 claimants; this was a little below the change in the host borough average (excluding Newham), but slightly above the equivalent figure for the London average.
- Since October 2012, the number of young people aged 18-24 claiming JSA in Newham has fallen by 25.5%; this is a little below the reduction seen in the the host borough average (excluding Newham), 27.0%, but in line with the London average, 25.6%.
- Since June 2013 Newham's claimant count for 18 to 24 year olds has been the second highest in London; between March and May 2013, Newham showed the highest number of 18 to 24 year old claimants in London.

Percentage change from claimant count as at October 2012, for 18 to 24 year olds, Newham, the host borough average (excluding Newham) and the London average

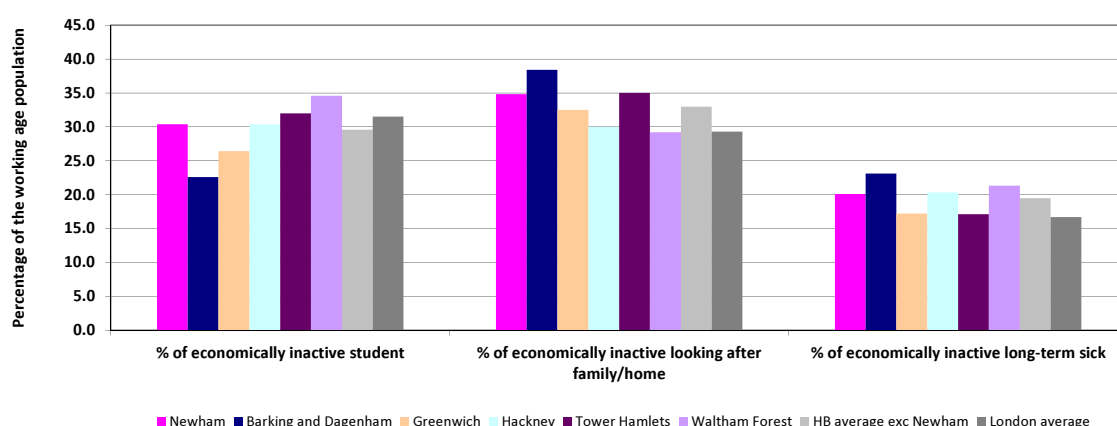


JSA 18-24 Off-flow	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB Average exc Newham	London Average
Oct-12	825	530	550	535	710	595	584	466
Nov-12	700	450	440	475	565	530	492	412
Dec-12	955	590	555	580	790	645	632	482
Jan-13	560	345	355	385	440	425	390	303
Feb-13	785	470	585	530	670	585	568	425
Mar-13	670	385	465	390	635	440	463	347
Apr-13	640	400	425	370	500	475	434	342
May-13	590	310	405	385	530	435	413	325
Jun-13	745	505	535	545	585	625	559	415
Jul-13	690	430	450	435	565	525	481	360
Aug-13	695	450	405	455	500	565	475	364
Sep-13	975	660	505	625	780	670	648	488
Oct-13	810	565	470	490	720	590	567	427
JSA 18-24 On-flow	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB Average exc Newham	London Average
Oct-12	890	565	620	600	740	665	638	475
Nov-12	710	480	465	465	575	505	498	381
Dec-12	790	485	485	475	580	545	514	402
Jan-13	565	400	330	350	445	445	394	309
Feb-13	915	610	655	625	735	650	655	493
Mar-13	660	395	420	395	510	455	435	337
Apr-13	570	335	365	315	410	415	368	288
May-13	545	295	325	375	475	405	375	287
Jun-13	695	445	440	455	585	490	483	369
Jul-13	700	445	410	435	620	575	497	393
Aug-13	710	435	425	460	580	535	487	383
Sep-13	885	565	535	620	735	685	628	485
Oct-13	675	415	385	435	515	495	449	358
JSA 18-24 net difference on/off flows (a positive number means more off flow than on flow)	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB Average exc Newham	London Average
Oct-12	-65	-35	-70	-65	-30	-70	-54	-9
Nov-12	-10	-30	-25	10	-10	25	-6	31
Dec-12	165	105	70	105	210	100	118	81
Jan-13	-5	-55	25	35	-5	-20	-4	-6
Feb-13	-130	-140	-70	-95	-65	-65	-87	-68
Mar-13	10	-10	45	-5	125	-15	28	10
Apr-13	70	65	60	55	90	60	66	54
May-13	45	15	80	10	55	30	38	38
Jun-13	50	60	95	90	0	135	76	46
Jul-13	-10	-15	40	0	-55	-50	-16	-33
Aug-13	-15	15	-20	-5	-80	30	-12	-19
Sep-13	90	95	-30	5	45	-15	20	3
Oct-13	135	150	85	55	205	95	118	69

Economic Inactivity

Source: Annual Population Survey, October 2013

Three main reasons for economic inactivity (July 2012 to June 2013)



Economically inactive people are not in work and do not meet the internationally agreed definition of unemployment. They are people without a job who have not actively sought work in the last four weeks and/ or are not available to start work in the next two weeks. (Source: UK National Statistics)

Economic inactivity, Jul 2012 - Jun 2013 (for the working age population)	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB Average exc Newham	London Average
Number	47,100	31,700	39,200	47,100	51,000	35,800	40,960	40,153
Rate (%)	29.9	26.6	25.5	29.9	28.1	23.3	26.8	24.4

- The latest data available covers the 12 month period up to June 2013. The economically inactive category gives an indication of why people are not in employment but it does not directly correlate with 'unemployment'.
- In Newham the main reason for economic inactivity was looking after the family/ home again this quarter. The proportion for Newham (34.8%) was again higher than the London average (29.3%).
- The number of economically inactive people was highest in Tower Hamlets, Newham and Hackney; Newham and Hackney also showed the highest rate of economic inactivity, both showing a rate of 29.9%.

Note: all people considered economically inactive are not actively seeking work and would therefore not positively contribute to the employment rate. For example, if Newham had a high proportion of students not seeking work - or not able to seek work due to visa restrictions - this would have a negative impact on the employment rate.

Unemployment Rate

Source: Model-based estimates of unemployment, October 2013

Unemployment Rate (%)	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB Average exc Newham*	London Average
Jul 11 - Jun 12	14.3	12.2	12.3	10.2	12.8	11.8	11.9	9.2
Oct 11 - Sep 12	13.7	12.5	11.3	9.9	12.5	10.8	11.4	8.9
Jan 12 - Dec 12	13.2	13.3	11.0	10.6	12.4	11.0	11.7	9.0
Apr 12 - Mar 13	12.9	13.4	11.2	10.8	13.4	11.4	12.0	8.9
Jul 12 - Jun 13	12.5	14.6	10.6	11.3	13.9	10.6	12.2	8.9
% point difference same period previous year (Jul 12 - Jun 13 v Jul 11 - Jun 12)	-1.8	2.4	-1.7	1.1	1.1	-1.2	0.3	-0.3

* Model based unemployment is published as a rate, so to calculate the average for the host boroughs only the rates are available. This means that this average must be seen as an estimate only.

- The latest data shows that the model-based unemployment rate for Newham has decreased since the same time last year. Newham's latest rate was, however, the third highest out of all London boroughs (behind Barking & Dagenham and Tower Hamlets, with rates of 14.6% and 13.9% respectively).
- It should be noted that the transient nature of some of Newham's population could be a factor influencing employment/ unemployment rates. In Newham, 37% of the housing stock is made up of private rental housing (Source: Mayhew Associates, 2013), which is the most accessible type for transitory groups, and Newham has some of the lowest rents in London. Those who have been without work for a period may be encouraged to move to a more affordable area of London like Newham.
- Please note that the unemployment rate is not '100% minus the employment rate'; it is a separate measure. 'The model-based estimate improves on the APS estimate by borrowing strength from the claimant count to produce an estimate that is more precise i.e. has a smaller confidence interval. The claimant count is not itself a measure of unemployment but is strongly correlated with unemployment, and, as it is an administrative count, is known without sampling error. The gain in precision is greatest for areas with smaller sample sizes.' (Source: Nomis)

Young People Unemployed/ NEET

- Newham's adjusted NEET figure was 3.9% in October 13. This is the lowest rate seen so far during 2013/14. It is also lower than that for most of the *east London boroughs* listed in the latest 15 Billion report: Barking & Dagenham's adjusted NEET figure was 8.5%, for Greenwich it was 7.1% and for Tower Hamlets, 6.0%.
 - The 'unknown cohort'* for October 2013 in Newham stands at 37.8%; this is not dissimilar from the percentages recorded for Tower Hamlets and Greenwich; these were 35.4% and 38.3% respectively. (Source: 15 Billion Management Information)
- * The 'unknown cohort' is made up of two groups:
 1: young people whose destinations have 'expired' - i.e. the young person has not been contacted in a set period of time, so his/ her destination is now regarded as 'out of date' and counts as 'unknown' for reporting purposes'; 2: young people whose destinations are not known - i.e. he/ she has left school/ finished a course and has not been contacted since.

Unemployment Rate (%) 16-24	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB Average exc Newham	London Average
Jul 11 - Jun 12	25.7	19.9	28.5	15.4	23.1	33.1	24.7	24.7
Oct 11 - Sep 12	24.8	22.2	22.8	17.4	19.3	35.9	23.1	24.3
Jan 12 - Dec 12	26.3	28.1	22.3	24.6	16.9	41.7	25.2	24.5
Apr 12 - Mar 13	24.2	29.7	24.5	22.0	19.5	43.5	26.8	24.7
Jul 12 - Jun 13	27.4	30.3	23.8	24.4	21.9	34.4	26.5	25.0
% point difference same period previous year (Jul 12 - Jun 13 v Jul 11 - Jun 12)	1.7	10.4	-4.7	9.0	-1.2	1.3	1.9	0.3

For the host borough average excluding Newham, the unemployment rate for 16 - 24 year olds has increased since the same time last year, but the different boroughs showed noticeable variation in terms of the change over this time period. The change in Newham was very similar to that for the host borough average (excluding Newham): for Newham it was an increase of 1.7% points, compared with an increase of 1.9% points for the host borough average. Meanwhile, the rise for Hackney and Barking & Dagenham over the same period was much more extreme - at 9.0% points and 10.4% points respectively. By contrast, for Greenwich and Tower Hamlets the rate in fact fell over the same time period - by 1.2% points for Tower Hamlets, and by 4.7% points for Greenwich.

JSA Claimant Count 18 - 24, claiming for over 6 months								
JSA Claimants 18-24	Newham	B&D	Greenwich	Hackney	Tower Hamlets	Waltham Forest	HB Average exc Newham	London Average
Oct-12	755	600	555	525	930	800	682	426
Nov-12	730	565	530	495	890	760	648	406
Dec-12	685	540	495	500	850	735	624	386
Jan-13	700	565	535	525	920	745	658	401
Feb-13	710	605	540	570	965	745	685	416
Mar-13	770	635	595	600	1,020	800	730	448
Apr-13	840	670	605	640	1,045	835	759	468
May-13	845	685	610	630	1,020	820	753	465
Jun-13	805	660	560	610	1,000	775	721	445
Jul-13	750	650	535	560	945	730	684	418
Aug-13	710	640	500	525	925	680	654	402
Sep-13	650	550	470	475	845	625	593	366
Oct-13	560	480	420	425	730	545	520	320
Month on month change (Oct 13 v Sep 13)	-90	-70	-50	-50	-115	-80	-73	-46
Month on month % change (Oct 13 v Sep 13)	-13.8%	-12.7%	-10.6%	-10.5%	-13.6%	-12.8%	-12.3%	-12.5%
Change from same period last year (Oct 13 v Oct 12)	-195	-120	-135	-100	-200	-255	-162	-106
% change from same period last year (Oct 13 v Oct 12)	-25.8%	-20.0%	-24.3%	-19.0%	-21.5%	-31.9%	-23.8%	-24.8%

Meeting:	Employment and Enterprise Board
Meeting Date:	10 th December 2013
Subject:	Report of the Regeneration and Employment Scrutiny Commission into Apprenticeships in Newham
Report:	The Board is asked to note the report

Purpose of Report

The purpose of the report is to set out the findings of the Regeneration and Employment Scrutiny Commission following its in-depth review into Apprenticeships in Newham. It also puts forward recommendations which have been agreed by Cabinet. One of these recommendations is for the Employment and Enterprise Board.

Recommendations

The Board is asked to note the report entitled, 'Report of the Regeneration and Employment Scrutiny Commission into Apprenticeships in Newham,' and agree to take forward recommendation 2 as set out on page 4 of the report. This recommendation states:

- R2. The Employment and Enterprise Board to set out the partnership strategic approach to apprenticeships in the Borough through the development of a strategy on apprenticeships. This should include consideration of the current and future skills needs of residents and employers in the Borough. The Chair of the Employment and Enterprise Board to report back to the Commission on development of this approach by July 2014.

Originator of report: David Sommerfeld

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Local Government (Access to Information) Act 1985

Background papers used in preparing this report:

- Business, Innovation and Skills Committee, 'Apprenticeships, Fifth Report of Session 2012-13, Volume 1,' November 2012.
- Department for Education and the Department for Business, Innovation and Skills, 'The Future of Apprenticeships in England: Next Steps from the Richard Review,' March 2013.
- Doug Richard, 'The Richard Review of Apprenticeships,' November 2012
- House of Commons Library, 'Apprenticeship Statistics,' 8th February 2013
- James Holt, 'Making Apprenticeships More Accessible to Small and Medium-Sized Enterprises. A Review by James Holt, CEO, Holts Group of Companies,' May 2012
- London Borough of Lambeth, 'Finance Scrutiny Sub-Committee report. Three Year Procurement Plan,' May 2012.

- London Borough of Newham, '*Quid Pro Quo, not status quo. Why we need a welfare state that builds resilience.*' 2011.
- London Councils, '*Employment and Skills Opportunities through Procurement, Guidance and Toolkit,*'
- Newham Apprenticeship Task Group, '*Key Performance States – April 2013. Source NAS Quarter 2 report.*'

List of enclosures / Appendices:

Appendix 1 – Evidence Meetings

Appendix 2 – Case Study of a YES Apprentice

Report

1. Introduction and Background

- 1.1. The Report of the Regeneration and Employment Scrutiny Commission into Apprenticeships in Newham details the findings and recommendations of the Regeneration and Employment Scrutiny Commission's in-depth review into apprenticeships. The Commission puts forward six recommendations aimed at encouraging the development and promotion of apprenticeships. These recommendations are designed to ensure that there is greater strategic coordination and promotion of apprenticeships in the Borough, that the apprenticeships are of a high quality, that negative perceptions of apprenticeships are changed and that more apprenticeships are created in the area. The Commission asks Cabinet to consider and implement these recommendations.
- 1.2. The Commission started to carry out this in-depth review in December 2012 to test its assumption that apprenticeships should be a part of any approach taken to improve employment in the borough. Through the review the Commission concluded that apprenticeships are suitable for Newham and can help build the economic resilience of residents and businesses in Newham by meeting the commissioning strand of getting local people into work.
- 1.3. The report was agreed by the Regeneration and Employment Scrutiny Commission on the 3rd September 2013. The report was then presented to and agreed by the Overview and Scrutiny Commission on the 20th September 2013 and then by Cabinet on the 21st November 2013.

2. Key Considerations

- 2.1. The recommendations of this report aim to help the Council develop a more strategic coordination and promotion of apprenticeships. The Commission believes that if its recommendations are implemented by the Council will be able to change the negative perception of apprenticeships, ensure there are high quality apprenticeships in Newham and help the creation of the type of apprenticeships needed by Newham. In the long run these recommendations will help:
 - Reduce unemployment rates in Newham
 - Create a bridge into work for those who are long term unemployed and those leaving education
 - Up skill Newham's population
 - Secure sustainable jobs for residents
 - Build the economic resilience of Newham's residents and businesses
- 2.2. It is not appropriate for the Commission to cost these recommendations but would expect relevant departments to state if they have the resources to implement the recommendations in the Mayoral response.

3. Financial Implications

- 3.1 It is not appropriate for the Commission to cost these recommendations and it would expect such costings to be done by the relevant department if a recommendation is implemented. However, the majority of these recommendations

relate to existing systems and aim to simply improve the way they operate regarding apprenticeships, without adding any additional cost or other resource requirement. The Commission believes the only recommendation that could have a cost implication is R6, as the requirement to have a contract clause in procurement contracts requiring the provider to use apprentices, could see contracts being more expensive as the service provider takes on the cost of the apprentice.

4. Legal Implications

- 4.1 Recommendation 6 of the Report of the Regeneration and Employment Scrutiny Commission into Apprenticeships in Newham recommends that the Council develops a strategic application of a contract clause to be used in procurement contracts requiring the provider to use apprentices in the service provided. The Public Services (Social Value) Act 2012 allows public sector organisations to include in their procurement work social issues such as increasing employment in a local area.
- 4.2 In developing the strategy, the Council will need to be mindful of EU procurement rules and the EU Treaty Obligations (including freedom of labour, establishment and movement of goods and services).
- 4.3 As projects arise out of the implementation of the recommendations set out in the Report, separate reports will be provided to Cabinet and/or the relevant board.

5. Risk Management

- 5.1 There are no risks associated with the recommendations of the Commission.

6. Consultation

- 6.1 The report has been consulted on widely with all the key stakeholders as outlined in the report. How the Commission consulted with these groups and how they took on their comments is outlined below:
- 6.2 The following were consulted in formal public meetings. The report took on board comments from these meetings:
 - The Regeneration and Employment Scrutiny Commission
 - The Overview and Scrutiny Committee
 - Cabinet
- 6.3 The recommendations were discussed with the following. These discussions strengthened the recommendations and made it clearer who would deliver them:
 - Cllr Alec Kellaway
 - Jane Sherwood, Head of Economic Regeneration
 - Liam Kane, Chair of the Employment and Enterprise Partnership Action Board (Chief Executive of East London Business Alliance)
- 6.4 The table below outlines the different evidence gathering meetings the Commission had and who was consulted in those meetings. The evidence gathered informed the report's conclusions and recommendations:

Evidence gathering session	Date
<p>1st Evidence gathering meeting</p> <ul style="list-style-type: none"> • Cllr Alec Kellaway, Executive Member for Business and Skills <p>Overview of apprenticeships in Newham.</p>	4 th December 2012
<p>2nd Evidence gathering meeting</p> <ul style="list-style-type: none"> • Jane Sherwood, Head of Economic Regeneration • Hassan Shami, Skills Advisor, Economic Regeneration Team <p>An in-depth look at apprenticeships and what the Council's role is around apprenticeships.</p>	8 th January 2013
<p>3rd Evidence gathering meeting</p> <ul style="list-style-type: none"> • Peter Stam, Inquiry Manager for the Business, Innovation and Skills Committee <p>To give evidence on what the Business, Innovation and Skills Select Committee discovered about apprenticeships.</p>	5 th February 2013
<p>Interview with Ray Ellul, London Borough of Newham – Head of Talent.</p>	1 st March 2013
<p>4th Evidence gathering meeting</p> <ul style="list-style-type: none"> • Ashley McCaul, CEO of Skills for Growth • John Appleton, Director of Development, Building Crafts College • Janak Patel, Deputy Principle at Newham College of Further Education • Lorraine Jones, Partner Liaison Manager, Apprenticeship and Collaborative Provision Unit, Newham College of Further Education <p>A look at the role of the training provider in the apprenticeship process.</p>	12 th March 2013
<p>Focus group with Newham YES apprentices.</p>	13 th March 2013
<p>Site visit to Newham College of Further Education to meet apprentices and find out about the training programmes provided.</p>	9 th April 2013
<p>Site visit to Skills for Growth to meet apprentices and find out about the training programmes provided.</p>	11 th April 2013
<p>Site visit to Market Street Health Group to meet apprentices and employer.</p>	19 th April 2013
<p>Site visit to Morgan Sindall's Pudding Mill Lane/Crossrail site meet apprentices, employer and training provider (Building Crafts College).</p>	7 th May 2013
<p>5th Evidence gathering meeting</p> <ul style="list-style-type: none"> • Harminder Matharu, National Apprenticeship Service - Head of Employer Accounts, London and the South East • Charlotte Hewson, National Apprenticeship Service - Employer Account Manager 	7 th May 2013

<ul style="list-style-type: none"> • Derek Barrett, Workplace Manager • Hassan Shami, London Borough of Newham - Skills Adviser, Economic Regeneration • Ray Ellul, London Borough of Newham – Head of Talent • Debbie Hameed, London Borough of Newham - Group Manager - 14-19 Partnership <p>Investigation in how apprenticeships are promoted in Newham.</p>	
Visit to Business, Innovation and Skills Committee to speak to Chair of Committee, Rt. Hon. Adrian Bailey, about the Committee's review into apprenticeships.	14 th May 2013
<p>Interview with:</p> <ul style="list-style-type: none"> • Harminder Matharu, National Apprenticeship Service - Head of Employer Accounts, London and the South East • Charlotte Hewson, National Apprenticeship Service - Employer Account Manager 	14 th May 2013
Interview with Brian Menzies from JobCentre Plus	16 th May 2013
Interview with Ashley McCaul, CEO of Skills for Growth	25 th June 2013
<p>Interview with:</p> <ul style="list-style-type: none"> • Derek Barrett, Workplace Manager • Hassan Shami, London Borough of Newham - Skills Adviser, Economic Regeneration 	26 th June 2013
<p>6th Evidence gathering meeting</p> <ul style="list-style-type: none"> • Cllr Alec Kellaway, Executive Member for Business and Skills <p>An update on the Council's work around apprenticeships.</p>	9 th July 2013
<p>Interview with:</p> <ul style="list-style-type: none"> • Liam Kane, Chief Executive of East London Business Alliance and Chair of the Newham Employment and Enterprise Partnership Action Board • Jane Sherwood, Head of Economic Regeneration 	25 th September 2013
<p>Interview with:</p> <ul style="list-style-type: none"> • Malcolm Bryant, Head of Corporate Services at Morgan Stanley • Anupm Majhu, Programme Manager, East London Business Alliance 	18 th October 2013
<p>Interview with:</p> <ul style="list-style-type: none"> • Jack Kent, Director of Property Services, Lloyd's of London • Chris Burkett, Account Director for ISS's FM contract at Lloyd's of London • Davindr Chaggar, Programme Manager, East London Business Alliance 	30 th October 2013

To also inform the report's conclusions and recommendations the Commission consulted in the following way:

- Survey of 15 attendees at the Jobs and Training Fair at East Ham on the 13th March 2013
- Survey of apprentices done between 22nd February and 22nd March 2013 (13 responses received)

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Report of the Regeneration and Employment Scrutiny Commission into Apprenticeships in Newham

September 2013

**Chair of the Commission:
Councillor Ted Sparrowhawk**

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Chair's Foreword

As someone who has been an apprentice, worked with apprentices and hired apprentice, I know how important apprenticeships are, especially in helping people into work, allowing people gain work experience and lowering unemployment in an area. The Members of the Regeneration and Employment Scrutiny Commission were of the same opinion. Therefore, in light of the current economic situation and unemployment rates, the Commission wanted to test its assumption that apprenticeships could increase employment in Newham.



I'm pleased to report that though apprenticeships have changed a lot from when I was an apprentice, they still have the advantages of:

- Helping people gain valuable work experience,
- Providing a bridge into work for those who are long term unemployed or those just leaving education,
- Helping reduce turnover in a business,
- Up skilling staff,
- Reducing unemployment,
- And, through employment, building Economic Resilience

The Commission was pleased to see that Newham is starting from a strong base. Many residents are already taking up the opportunities provided by apprenticeships and the Council has its own very good apprenticeship scheme that is helping young local residents into work. However, the Commission found that there were some barriers stopping more residents from taking up apprenticeships. These barriers were mainly around an incorrect negative perception of apprenticeships and a difficulty in promoting apprenticeships. The Commission believes that with a more strategic approach and a clear definition in Newham about what an apprenticeship is, these barriers could be overcome.

Apprenticeships have a powerful potential, alongside other measures, in supporting residents in to work. If adopted, these recommendations will serve to strengthen the economic resilience of Newham.

Finally I would like to say thank you to all the Members of the Commission and to all the people who gave evidence to this review. With all your work, this report has been possible.

A handwritten signature in blue ink that reads "E H Sparrowhawk". The signature is written in a cursive, flowing style.

Councillor Ted Sparrowhawk
Chair of the Regeneration and Employment Scrutiny Commission

Recommendations

The Regeneration and Employment Scrutiny Commission has discovered that apprenticeships are a vital tool in helping to:

- Reduce unemployment rates in Newham
- Create a bridge into work for those who are long term unemployed and those leaving education
- Up skill Newham's population
- Secure sustainable jobs for residents
- Build the economic resilience of Newham's residents and businesses.

The Commission believes, therefore, that apprenticeships are both suitable and important for Newham.

The Commission puts forward six recommendations aimed at encouraging the development and promotion of apprenticeships. These recommendations are designed to ensure that there is greater strategic coordination and promotion of apprenticeships in the Borough, that the apprenticeships are of a high quality, that negative perceptions of apprenticeships are changed and that more apprenticeships are created in the area.

Recommendations regarding quality and strategy

R1 To ensure the Council agrees on a clear definition of what it expects a high quality apprenticeship in the Borough of Newham should look like. The Regeneration and Employment Scrutiny Commission suggest that definition should include the following:

- It is a job with proper employment rights
- The apprentice is given on site training by the employer and off site training by an accredited training provider
- The training leads to a recognised qualification
- The apprenticeship helps the apprentice progress to a full time job at the end of their apprenticeship
- Apprenticeships should be recognised as one of many methods to help increase employment in the Borough

The Regeneration and Employment Scrutiny Commission to be updated on this recommendation by July 2014.

R2 The Employment and Enterprise Board to set out the partnership strategic approach to apprenticeships in the Borough through the development of a strategy on apprenticeships. This should include consideration of the current and future skills needs of residents and employers in the Borough. The Chair of the Employment and Enterprise Board to report back to the Commission on development of this approach by July 2014.

Recommendation regarding perception

- R3 Newham Schools to publish annually the numbers of pupils from each school in the Borough that has become an apprentice in line with the recommendation of the Children and Young People's Scrutiny Commission's to keep the destination of all pupils under review.

Recommendations regarding promotion

- R4 The Council to provide all Newham Councillors with briefings on apprenticeships to allow them to promote apprenticeship to residents and businesses through their networks such as at career fairs, Surgeries, Governor Boards and the Mayor's Show. The Regeneration and Employment Scrutiny Commission to be updated on progress on this recommendation by July 2014.
- R5 As part of the Vocational Skills and Youth Employability Commissioning Review currently being undertaken as part of the "People Achieve Their Potential Strategic Commissioning Plan" the Council to consider how to create a co-ordinated approach to the promotion of apprenticeships in both Secondary and Primary schools by Council teams, training providers and employers.

The Regeneration and Employment Scrutiny Commission to be updated on progress on this recommendation by July 2014.

Recommendation around provision

- R6 The Council, while procuring services, to negotiate with the provider, where appropriate, regarding the employing of apprenticeships in a cost effective way. This could either be done using a strategic application of a contract clause to be used in procurement contracts or through negotiations outside of the contract.

Other Public Sector organisations in the borough to be encouraged to take the same approach with their procurement contracts. The Regeneration and Employment Scrutiny Commission to be updated on progress on this recommendation by September 2014.

1. Introduction

- 1.1 An important part of the Council's Resilience agenda is economic resilience, where residents have the economic resources they need to make genuine choices about their lives.¹ One of the ways of gaining these economic resources is through employment. Currently Newham's employment rate is at 60.5% (Jan 2012 – Dec 2012), which compares to the London average rate of 68.9%.² The Borough also has an unemployment rate of 14.3% (2012), which is above the London average rate of 9% and the National average of 7.8%.³
- 1.2 It was against these figures and because of the Council's commitment to Economic Resilience that the Regeneration and Employment Scrutiny Commission was interested in carrying out an in-depth review into apprenticeships. The Commission believed that apprenticeships should be part of any approach taken to improve employment in the Borough and wanted to use this in-depth review to test this assumption.
- 1.3 To this end it decided that the review should explore the following three themes:
- *Are apprenticeships the right thing for Newham?* - The Commission assumed apprentices were a good thing, but needed to test this. It did this by exploring the Council's view of apprenticeships, investigating why someone would want to become an apprentice and why employers would want an apprentice, and looking at the relationship between supply and demand for apprenticeships.
 - *The promotion and perception of apprenticeships* – The Commission wanted to know, if apprenticeships are a good thing, how they are perceived by residents and potential apprentices and how they are promoted by employers?
 - *The quality of apprenticeships* – The Commission wanted to understand what was actually involved in doing an apprenticeship and what was done to ensure these were of a high quality.
- 1.4 This report brings together the findings of this review, providing answers to the above themes. It does this by first exploring what an apprenticeship is, its advantages and if it is the right thing for Newham. It then explores what the current situation regarding apprenticeships in Newham is, identifying the issues particularly faced by Newham regarding apprenticeships. The report then, using recommendations that look at quality, perception and promotion, provides solutions to

¹ London Borough of Newham, 'Quid Pro Quo, not status quo. Why we need a welfare state that builds resilience.' 2011.

² Source ONS

³ London Skills and Employment Observatory, <http://data.london.gov.uk/datafiles/demographics/london-borough-profiles.xls> (accessed on the 19th August 2013).

these issues. The report concludes that apprenticeships are a good thing for the Borough as they can;

- Help residents of all ages into sustainable work
- Help address the employment issues of the Borough
- Help increase the skills of the Borough's workforce
- Help build the economic resilience of both residents and businesses in the Borough

The recommendations of the report are designed to help the Council support the development and take up of good quality apprenticeships in Newham.

Terms of reference

- 1.5 To carry out this review the Regeneration and Employment Scrutiny Commission agreed the following terms of reference:
- Explore the value of apprenticeships to Newham
 - Look to recommend what the Council and its partners could do to improve the promotion of apprenticeships
 - Look to recommend what the Council and its partners could do to change the perception of apprenticeships
 - Set out what quality Newham expects of any apprenticeship

Methodology

- 1.6 As with most scrutiny reviews, evidence for this review has been gathered primarily through monthly evidence gathering meetings (Appendix 1 outlines who gave evidence at which meetings). At these meetings the Councillors of the Commission questioned relevant Councillors, Officers and specialists on apprenticeships.
- 1.7 Outside of the meetings the Commission gathered additional evidence through (further details of site visits, focus groups and meetings are outlined in Appendix 1):
- Site visits to hear from apprentices at training providers and employers
 - Meetings with experts from different organisations
 - Focus group with apprentices on the London Borough of Newham Youth Employment Scheme (YES)
 - Survey of 15 attendees at the Jobs and Training Fair at East Ham on the 13th March 2013
 - Survey of apprentices done between 22nd February and 22nd March 2013 (13 responses received)
 - Desk based research

2. The Commission's Findings

- 2.1 Through the journey of this review, the Regeneration and Employment Commission developed an understanding of what an apprenticeship is, concluded if apprenticeships are appropriate for Newham, established current practice in Newham and developed solutions to the issues of the quality, perception and promotion of apprenticeships. The layout of the Commission's findings follows this journey:
- What is an apprenticeship and is it suitable for Newham?
 - Apprenticeships in Newham; the current experience
 - Recommendations

What is an apprenticeship and is it suitable for Newham?

Defining Apprenticeships

- 2.2 When the Commission started this review, Members had a limited understanding of modern day apprenticeships. As their understanding of what an apprenticeship is grew, they came across many common misconceptions about what they are, which included:
- Seeing apprenticeships as the learning on the job many blue collar jobs have had in the past, such as construction and plumbing and that it was in these industries that apprenticeships continued to only appear in.
 - An assumption apprenticeships are for those who couldn't go to University
 - A belief that they are like the television show, 'The Apprentice,'
- 2.3 However as the review developed the Commission learnt that apprenticeships have changed over the last few decades. No longer are apprenticeships just provided in these traditional jobs but instead apprenticeships are offered across the economy. In 2011/12, nationally there were 59,480 apprenticeship starts in engineering and manufactory technologies and there were 24,000 in construction. This compares to the 164,830 starts in business, administration and law and the 108,300 in retail.⁴ This shows that not only do apprenticeships appear across the different industries of the economy, but that there has been a shift in where apprenticeships are being offered from the more traditional apprenticeship industries to industries like business administration. A similar pattern can be seen in Newham where in April 2013 the most apprenticeships starts in 2012/13, with 325, was in Business, admin and governance.⁵
- 2.4 The Commission also discovered that apprenticeships should not be seen as something only suitable for those without the academic ability to go on to University. Instead apprenticeships can be seen as a

⁴ House of Commons Library, 'Apprenticeship Statistics,' 8th February 2013

⁵ Newham Apprenticeship Task Group, 'Key Performance States – April 2013. Source NAS Quarter 2 report.'

viable alternative to university, another route to further education and a way to gain valuable work experience and employment. This is because an important part of an apprenticeship is the qualification the apprentice gets at the end. The qualification received will depend on the framework being used by each apprenticeship, but apprenticeships will often provide a level 2 (equivalent of an A-C in GCSEs) or level 3 qualification (equivalent of As and A Levels). These qualifications mean that apprenticeships can be recognised as routes to meet the extended participation age of pupils having to stay in education until aged 18. Higher Apprenticeships provide qualifications at level 4 (a certificate of higher education), level 5 (diplomas of higher education), level 6 (bachelor degree) and level 7 (masters level). Therefore an apprentice who has completed a Higher Apprenticeship can end up with both a degree and valuable job experience.

- 2.5 These qualifications mean that different levels of education are needed to get on to different apprenticeships. For example, to apply for an apprenticeship with BT as an apprentice software engineer, an applicant would need 5 A-C GCSEs,⁶ while Newham Council's apprenticeship scheme, the Youth Employment Scheme (YES), which is designed to be as accessible as possible for Newham's 16 to 18 year olds, doesn't require any previous qualifications.⁷ People who are not job ready, in some cases will need to take a foundation course to get them job ready before they start an apprenticeship.
- 2.6 Therefore, the Commission concluded that apprenticeships cater for a spectrum of different abilities and can be a route to further education and a viable alternative option to University.
- 2.7 The Commission also found that apprenticeships are continuing to change. In the last few years there have been a number of reviews on the state of apprenticeships. This includes the report of the Business, Innovation and Skills Committee into Apprenticeships, the James Holt review into making apprenticeships more accessible to small and medium sized businesses and the Richard review of apprenticeships. These have all influenced Government thinking on apprenticeships and led to developments such as a graduation ceremony for apprentices,⁸ the Employer Ownership of Skills Pilot⁹ and moves to make it easier for small and medium sized businesses to access the £1500 Apprenticeship grant from Government to help employers provide apprentices for 16-24 year olds. These changes are set to continue, with the Government having just finished consulting on proposed changes to apprenticeships which included initiatives such as:

⁶ <http://www.bt4me.co.uk/faqs.html> accessed on the 22.8.13

⁷ Focus group with YES employees on the 13.3.13

⁸ Mentioned at the Commission meeting on the 7.5.13

⁹ This is a pilot fund from Government that can be used by employers to shape the training, such as for apprenticeships, provided to their staff.

- Strengthening the idea that apprenticeships have to be connected to a real job by targeting those who are new to a job or role that requires sustained and substantial training
- Change the Apprenticeship standards and qualifications, so employers are at the centre of their design
- All apprentices can only complete their apprenticeships once they have achieved a level 2 in English and Maths
- Introductions of an apprenticeship 'Milk Round'¹⁰

2.8 Therefore, apprenticeships have changed and they continue to change, yet what is an apprenticeship? This was a point raised by the Business, Innovation and Skills Select Committee review, which encountered a raft of different working definitions. They felt this lack of definition made it hard to effectively regulate a growing area of the job market and recommended the Government adopt a clear definition of an apprenticeship.¹¹ Although this recommendation was agreed, no clear definition has yet been established. The Commission, however, suggests that there are some common factors about apprenticeships worth recognising:

- It is a job
- Training is provided both on the job and by a training provider (usual through day release)
- A recognised qualification is gained

2.9 The Commission also learnt that an apprentice, like any employee, is protected by a number of employment laws. These add to the above definition of an apprenticeship, therefore some of the laws specific to apprenticeships require:

- There is a minimum apprenticeship wage of £2.68 per hour (it should be noted that the London average is around £200 per week¹² and the Council advice employers to offer competitive wages)
- Apprenticeships must be a minimum of a year long
- A training provider of an apprenticeship must have an employer vacancy before the apprentice is signed up to the course
- It is not expected that an apprentice pay for things like tools as part of their employment
- Training providers are inspected by Ofsted¹³

The people involved

2.10 The Commission learnt that there is a massive array of organisations and people involved in the apprenticeship world and recognised that a

¹⁰ Department for Education and the Department for Business, Innovation and Skills, *'The Future of Apprenticeships in England: Next Steps from the Richard Review,'* March 2013.

¹¹ Business, Innovation and Skills Committee, *'Apprenticeships, Fifth Report of Session 2012-13, Volume 1,'* November 2012.

¹² Reported to the Commission by NAS via e-mail on the 6th November 2013.

¹³ Reported to the Commission at its meeting on the 8th January 2013.

clearer understanding of all stakeholders and their role in Newham is key to strengthening the capacity of apprenticeships in the local area.

- 2.11 At a basic level, within any apprenticeship, there are three parties involved:
- **The apprentice** – Apprentices can be of any employable age. They will be provided with a job, on and off site training and expected to have finished a qualification to finish their apprenticeship.
 - **The employer** – They employ the apprentice and will provide training on-site but also allow the apprentice to attend off the job training. There have been a number of initiatives from Central Government to increase businesses' take up of apprenticeships. Currently funding is provided for the training of the apprentice. If the apprentice is aged 16 to 18 at the start of the Apprenticeship, the employer gets 100% of funding from the Skills Funding Agency for the training, if 19 to 24 up to 50% of funding for training is received, if 24 and over up to 40% of funding for training can be received (depending on the sector). Apprentices aged 24 and over on advanced or higher apprenticeships will not receive government funding but can apply for a 24+ Advanced Learning Loan. A recent initiative from Central Government has been the Apprenticeship Grant for Employers (AGE) for 16 and 24 year olds. Targeted at employers with less than 1000 employees who haven't had an apprentice or who haven't enrolled a new apprentice in the last 12 months, the employer can apply for a grant of £1,500 per apprentice for up to 10 apprentices. This is designed to support the employer through the extra costs associated with apprentices.¹⁴
 - **The Training Provider** – These organisations, which can be colleges, will provide the support and course the apprentice needs to get their qualification and complete their apprenticeship framework.
- 2.12 In addition there are a number of organisations involved in the promotion and development of apprenticeships. Within Newham, some of the main organisations are:
- **National Apprenticeship Service (NAS)** – This government agency has the remit to ensure apprenticeships are being delivered to a high quality across the country, help promote apprenticeships both by encouraging employers to put on apprenticeships and getting communities interested in taking up apprenticeships, and gather performance data on apprenticeships. NAS is part of the Skills Funding Agency and comes under the Ministries of both the Department for Business, Innovation and Skills and the Department for Education.
 - **Skills Funding Agency** – NAS is now part of this agency. This agency have contracts with training providers to deliver the skills

¹⁴ <http://www.apprenticeships.org.uk/employers/apprenticeships-for-small-business/what-support-is-available.aspx> accessed on the 23.8.13

and training for different apprenticeship frameworks and will pay training providers (for example the AGE grant is paid to the training providers who pass it on to the employer).

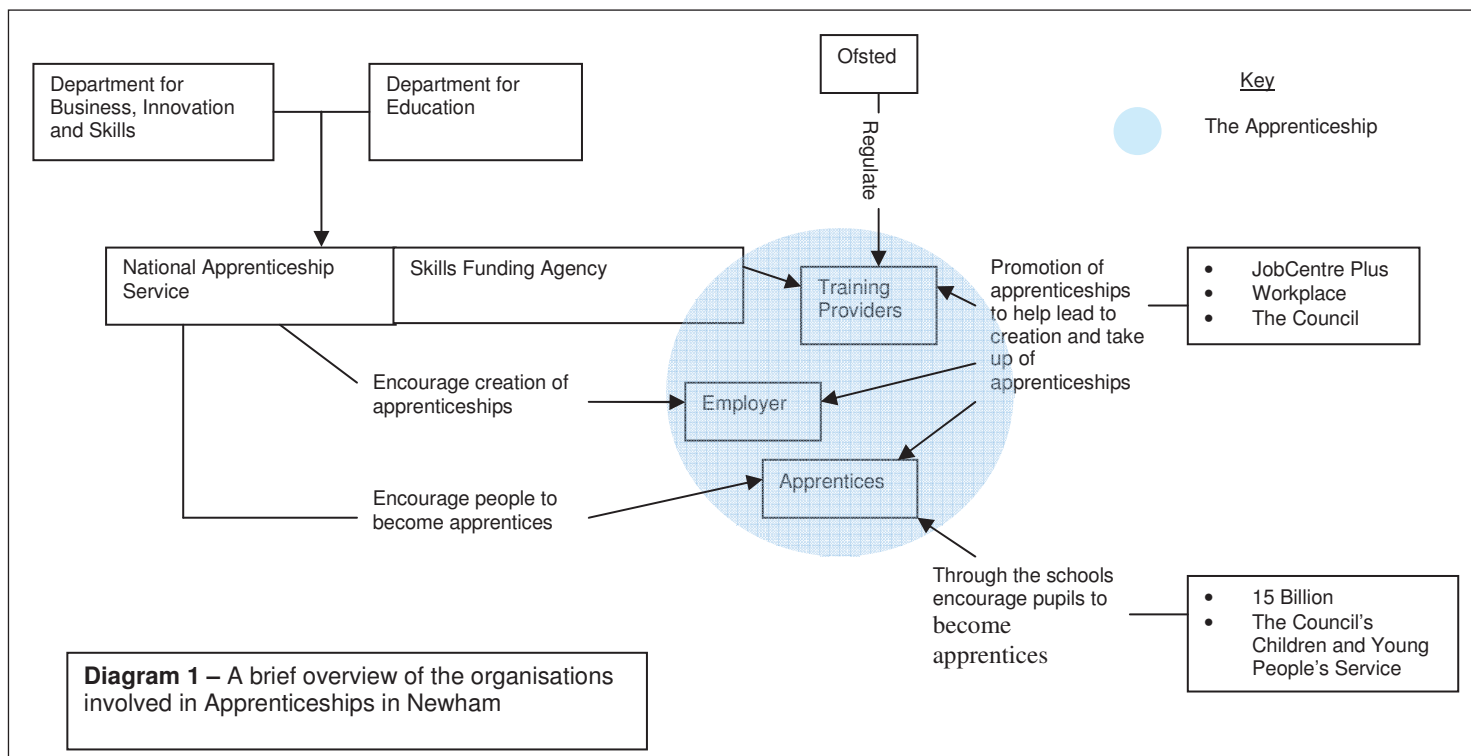
- **Ofsted** – They inspect and regulate the training providers running the courses for apprenticeships.
- **JobCentre Plus (JCP)** – JCP works with training providers and employers to help its clients find and access apprenticeships.
- **Workplace** – Like JCP it works with training providers and employers to secure apprenticeships for its clients. It has also developed a list of people interested in being an apprentice, which it can put forward to businesses interested in employing an apprentice. Workplace also has a team working on the Newham Mayor's Young People Project who helps young people into work and apprenticeships.
- **The Council** – The Council both offers its own apprenticeship scheme (the YES Scheme) for 16 to 18 year old residents and it helps promote and attract apprenticeships to the Borough through its Economic Regeneration Team. It does this mainly through the Apprenticeship Task Group, which brings together many of the stakeholders involved in apprenticeships in the Borough to help co-ordinate actions around apprenticeships in Newham. The Council also has a team within its Children and Young People Service that works with the schools and colleges to give them information about career advice, which includes information on apprenticeships.
- **15 Billion** – Since September 2012 schools have had to provide their own career advice. The organisation 15 Billion helps provide this independent advice for the schools in Newham, which includes advice on apprenticeships.

2.13 What is described above is only scratching the surface, but it shows that within the apprenticeship programme there are many different groups involved. For example in an area there will be different types of training providers and some areas, including Newham, will have Apprenticeship Training Agencies (ATAs) (designed to support small business to take on apprentices, these employ the apprentice, on behalf of the businesses, and place them in a host business). As the diagram 1 shows, this leads to a confusing picture of who is involved in the apprenticeship programme, their roles and how they work together. It also shows that there are a number of roles the Council is currently playing:

- Promoting apprenticeships,
- Encouraging businesses and partners to take on apprenticeships,
- Helping people secure apprenticeships and putting on its own apprenticeships,
- Some of this to be done in partnership with other organisations through the Apprenticeship Task Group.

It does this along side other organisations doing similar things, while the main apprenticeship programme continues to be coordinated centrally by Government through the NAS. The Council's sphere of

influence, as described above, had to be considered for the development of the Commission’s recommendations.



Apprenticeships Suitable for Newham?

2.14 After establishing what apprenticeships are and who is involved in the apprenticeship programme, the Commission went on to consider if apprenticeships are suitable for Newham for its ambitions to help residents gain economic resilience. The Commission concluded they were after considering the benefits both the apprentice and the employer gained from an apprenticeship. These benefits are noted below:

Benefits for the apprentice

2.15 When the Commission visited and spoke to apprentices (all of whom were between the ages of 18 and 24), it was struck by some common advantages which the apprentices seemed to get out of being an apprentice. These were:

- ***Support from the employer*** – Many of the apprentices spoke positively of the support they received from their employers to help them develop in their roles. One of the apprentices compared the good support they got from an employer as an apprentice, to the lack of support they received from the employer they had done work experience with.¹⁵
- ***Building of confidence and mentoring*** – Many of the apprenticeships the Commission met spoke about how their

¹⁵ From a contributor at the site visit to Skills for Growth on the 11th April 2013

confidence had grown since they had started their apprenticeship. One apprentice explained she now had the confidence to present a fashion show for her college.¹⁶

- **Job experience** – many of the apprentices noted how it was difficult to get a job without work experience, but the apprenticeship gave them the work experience they needed to further their careers.
- **Practical learning that can be used in the work place** – some of the apprentices told the Commission that they had found it difficult to learn at school. As apprentices they found the practical learning they were now doing a lot easier.¹⁷ One apprentice who had the option to go to university had decided on an apprenticeship because they felt what they learnt on the apprenticeship could be applied to real life, unlike what they would have learnt at university.¹⁸
- **Paid to learn** – For some apprentices earning whilst learning was very important and was seen as a real advantage.
- **Gain a qualification** – the apprenticeship leads to a recognised qualification.
- **Diversion from trouble** – a few of the apprentices, who had had difficulty finding work in the past, admitted to the Commission that they would likely be in trouble with the authorities if they had not been given the opportunity provided by the apprenticeship.¹⁹
- **Ambition** – Many of the apprentices told the Commission that the apprenticeship had given them the ambition to take their careers and education further. One apprentice spoke of wanting now, due to their apprenticeship, to be a stockbroker,²⁰ while an ex apprentice explained that because of the apprenticeship they had decided to take their education further and was now doing a degree.²¹
- **Opening their career paths** – In some of the site visits, the Commission met ex apprentices who had felt the work experience, qualifications, and the help to find work given to them by their employers and training providers had made them more employable after their apprenticeship.²²

2.16 Talking to apprentices and past apprentices, the Commission was impressed with the benefits gained through apprenticeships. However the Commission was concerned about whether Newham pupils had the right qualifications to access apprenticeships. Therefore, during the period of 23rd May 2013 – 28th May 2013 the Commission explored

¹⁶ From a contributor at the site visit to Skills for Growth on the 11th April 2013

¹⁷ From contributors at the site visit to Morgan Sindall on the 7th May 2013

¹⁸ From a contributor at the site visit to Newham College of Further Education on the 9th April 2013

¹⁹ Mentioned by contributors at both the site visit to Morgan Sindall on the 7th May 2013 and the site visit to Market Street Health Group on the 19th April 2013.

²⁰ From a contributor at the site visit to Skills for Growth on the 11th April 2013

²¹ Site visit to Market Street Health Group on the 19th April 2013

²² From contributors at both the site visit to Market Street Health Group on the 19th April 2013 and Newham College of Further Education on the 9th April 2013

what qualifications a resident of Newham would need for apprenticeships on offer during that period, within the local area. The Commission found that 25.76% of the 66 apprenticeships available in this period required no qualifications. 18.18% required a grade D or above in a GCSE. 37.88% required five grade A-C GCSEs, including English and Maths. 10.61% required five grade A-C GCSEs, including English, Maths and Information Technology. Considering in 2012 61.9% of pupils in Newham received five A-C GCSEs, including English and Maths, it would seem the majority of pupils in Newham would be able to take up an apprenticeship. Indeed the mix of apprenticeships would suggest that apprenticeships would be a route many, with different grades, in Newham could take.

2.17 However to be ready for the job market and to have the ability to take up an apprenticeship, a resident needs more than just appropriate grades, they also need to understand how the work place works and for some apprenticeships certain basic skills. It is for this reason that training providers and places like Workplace provide foundation courses to help get residents prepared for apprenticeships and other work. While NAS has introduced Traineeships which ensure young people have the work skills and levels of English and Maths needed for the workplace.²³ The Commission learnt of one particular foundation course in Newham used in the selection process for an apprenticeship. Morgan Sindall have taken on 10 apprentices in its construction work of Pudding Mill Lane Station for Crossrail. The training provider of the apprenticeship framework is Building Crafts College. To select the apprentices, Building Crafts College and Morgan Sindall ran a 10 week foundation course where participants learnt a number of skills from basic skills in construction to timekeeping. At the end, 10 of the participants were selected to become apprentices, while the rest still benefited from receiving these job readying skills.²⁴ The Commission was pleased to see that Workplace and other training providers are supporting residents with job readiness.

Benefits for the employers

2.18 Alongside the advantages the apprentices get from an apprenticeship, the Commission learnt that there were a number of benefits seen by the employers. Some employers found that having apprentices meant that they could reduce turnover and create a skilled workforce loyal to them.²⁵ Others, like Morgan Sindall, told the Commission that they saw apprenticeships as a way of filling a skills void that currently existed in their industry and so was a way of ensuring the future of the industry.²⁶ While for employers like Market Street Health Group, who have an ethos of being a training practice for both doctors and non

²³ <http://www.apprenticeships.org.uk/employers/traineeships.aspx> accessed on the 7th November 2014

²⁴ Site visit to Morgan Sindall on the 7th May 2013

²⁵ Mentioned at meeting of the Regeneration and Employment Scrutiny Commission on the 12th March 2013.

²⁶ Site visit to Morgan Sindall on the 7th May 2013

medical staff, having apprentices kept them updated of the changes and needs of their industry.²⁷

- 2.19 Reports such as the Holts review reiterate these benefits and add to them. Holts adds that apprenticeships are also a way to help grow a business and mould the employee to the needs of the business.²⁸ While the Richards review points out that for many jobs, being trained on the job is the best way to prepare for that job and that an apprentice, through growing up with the business, will have a deeper understanding of the business than other employees.²⁹

Benefits for the Community of Newham

- 2.20 The Commission noted that excluding these benefits to the employer, some employers feel that apprenticeships cost the business more money (in training) and time (in having to train someone from scratch). However, this shows the importance of the funding provided to employers from NAS which enables them put on apprenticeships. It should also be noted that the costs incurred by the employer in the apprentices' salary, in hiring them and managing them, are 100% tax deductible.³⁰ Therefore, the Commission feels many of these disadvantages can be dealt with but are also outweighed by the benefits experienced by the employer and the apprentice. These disadvantages should also be seen in contrast to the benefits apprenticeships bring to the wider society of Newham.
- 2.21 The Commission feels that considering the training, work experience and qualification received by the apprentice, a good apprenticeship is a way to help a resident of any age into further work. Therefore, a collection of good apprenticeships available for Newham residents is another way to help reduce the level of unemployment in the Borough. Indeed, as apprenticeships are available for anyone, they can be promoted as ways young people can get into work, help those who have been unemployed to gain new training and employment and help the resident who wants to change their career. They also help up skill the workforce of Newham (due to the training and qualifications) and, as evidenced by the advantages experienced by the apprentices above, help provide residents with the confidence and ambition to take their careers and education further. While for the businesses in the Borough, apprenticeships are a way to help them develop their businesses, develop their workforce and make their economic resilience sustainable.

²⁷ Site visit to Market Street Health Group on the 19th April 2013

²⁸ James Holt, 'Making Apprenticeships More Accessible to Small and Medium-Sized Enterprises. A Review by James Holt, CEO, Holts Group of Companies,' May 2012

²⁹ Doug Richard, 'The Richard Review of Apprenticeships,' November 2012

³⁰ James Holt, 'Making Apprenticeships More Accessible to Small and Medium-Sized Enterprises. A Review by James Holt, CEO, Holts Group of Companies,' May 2012, p. 13

2.22 Therefore the Commission believes apprenticeships are a tool (of many) which can be used to;

- Help reduce the unemployment rates in Newham by creating a bridge in to work for long term unemployed and those leaving education
- Up skill Newham's population
- Help lead to sustainable jobs for residents
- Build both Newham's residents and Newham's businesses economic resilience.

However, the Commission notes these benefits are reliant on apprenticeships being of good quality. The issue of quality is addressed by the recommendations later in the report.

Alongside other approaches

2.23 Though the Commission has shown that apprenticeships are suitable for Newham, it believes they can not be seen as the only tool in the Council's toolkit to enable Newham residents into work.

2.24 Talking to employers the Commission learnt that they want a mix of initiatives to help get locals into work. Such a mix gives them a flexibility apprenticeships on their own do not allow. Though a lot of employers seem to like apprenticeships, some have had issues in being able to align the apprenticeship they have on offer at a particular time with the academic timetable (therefore the employer may want to start an apprenticeship at a time the training provider is unable to start the training course).³¹ Some employers would, in some situations, need a shorter training period than offered by apprenticeships.³² Reports like the Richard Review also show a need for the apprenticeship qualifications to be linked closer with the needs of the employer.³³ Indeed some employers have found it easier to provide in house training to meet their training needs.³⁴ While some would be apprentices are put off by the low wages provided for apprentices. Some of these issues can be addressed by the employer using other methods to provide opportunities for residents to get employment. The Commission recognise that apprenticeships are not suitable for every situation, but used along side other employment initiatives the Commission believe that they can help residents gain employment.

2.25 One of the alternative methods of getting residents into work that the Commission learnt about was the traineeship run by the East London Business Alliance (ELBA). This Commission learnt that the course had been delivered with organisations like City Airport, Morgan Stanley (the course is known as Project MOST), Lloyds of London and ISS. The

³¹ It should be noted that there are other delivery models available and NAS encourage training providers and colleges to offer roll on/roll off courses starting throughout the year.

³² Mentioned at a meeting with the Chief Executive of East London Business Alliance/Chair of the Employment and Enterprise Board on 25th September 2013.

³³ Doug Richard, *'The Richard Review of Apprenticeships,'* November 2012.

³⁴ Mentioned at meeting with ELBA on the 30th October 2013.

organisation funds a Project Coordinator from ELBA who is based within the employing organisation. They get to know the needs of the business and find out what opportunities are available in the organisation. ELBA then recruit from the local area using places like Workplace. These people tend to be almost job ready. Therefore, ELBA run a week long, 'boot camp,' to teach these people the soft skills needed for working in a work place. As the Project Coordinator is based in the employing organisation, they are able to shape these training weeks to match the needs of the employer. Once the training week has finished, the candidate spends around two weeks at the employer. In this period the candidate will shadow different roles within the business. This allows the candidate to try different roles in the business but also allows both the candidate and the employer to learn more about each other. At the end of this period the candidate will have an interview for a job. Usually they are successful but if not they are given an exit interview to explain where improvement is needed.

- 2.26 Though this is not an apprenticeship, alongside an apprenticeship, it is another method to get residents into work and provides flexibility for the employer and employee. Therefore, for someone who can't afford the low wages some apprenticeships pay, this allows them to receive a good salary quickly. As shown by the City Airport traineeship, it is also a way to help a resident start their career in that area of work.³⁵ While for the employer it is a process that gives similar benefits as apprenticeships (such as loyalty to the business), is another way to get local residents into the business,³⁶ and enables them to provide work for people they wouldn't normally see.³⁷ Employers like ISS also find that the new employees brought in through these initiatives, tend to bring new blood, new ideas and reenergise teams.³⁸

Apprenticeships in Newham; the current experience

- 2.27 Once the Commission had understood what apprenticeships were and that they are suitable for Newham, it needed to understand the current picture around apprenticeships in Newham. This knowledge would then help it understand the issues surrounding apprenticeships in Newham.
- 2.28 The Commission learnt that Newham actually had a good record regarding apprenticeships. Last year 2,210 residents in Newham started an apprenticeship. The only Borough in London to do better was Croydon who had 2,740.³⁹ Although this year there has been a drop in apprenticeship starts in Newham (it should be noted that the figures for 2012/13 were taken during the academic year and did not

³⁵ Mentioned at a meeting with ELBA on the 18th October 2013.

³⁶ Mentioned at a meeting with Morgan Stanley on the 18th October 2013.

³⁷ Mentioned at a meeting with Lloyd's of London and ISS on the 30th October 2013.

³⁸ Mentioned at a meeting with Lloyd's of London and ISS on the 30th October 2013.

³⁹ Data on apprenticeship starts: http://www.thedataservice.org.uk/NR/rdonlyres/69EFC69B-C189-46C4-93C4-6B161D744073/0/June2013_Apprenticeship_Starts.xls accessed on the 28th August 2013

yet include the full 12 months, therefore the final figure may be higher than 2011/12), Newham continues to have more residents starting than other London Boroughs (Newham is in the top 5 of London Boroughs for these figures). Indeed, the table below shows that up to 2011/12 there had been a year on year increase in the number of residents from Newham starting an apprenticeship. Although the Commission was impressed with this performance, it was concerned to learn that last year Workplace had only got 30 people into apprenticeships.⁴⁰

Number of Newham residents who have started an apprenticeship				
Year	16-18 Years	19-24 Years	25 Years+	TOTAL
09/10	291	339	158	788
10/11	493	546	858	1897
11/12	522	607	1081	2210
12/13*	340	420	670	1430

*Year to date, August to April, provisional data

Number of Apprenticeship starts at other boroughs (2011/12)				
Borough	16-18 Years starts	19-24 years starts	25+ years starts	TOTAL
Newham	522	607	1081	2210
Tower Hamlets	500	590	600	1690
Havering	600	500	630	1720
Barking and Dagenham	380	390	810	1580
Redbridge	310	410	610	1330
Hackney	230	370	730	1320
Croydon	580	800	1370	2740

2.29 These high rates of starts also seem to be matched, as shown in the tables below, by the relatively high rates of achievements (the number of residents who have completed their apprenticeship) and success rates (the percentage of pupils from Newham at any training provider in the country who have gained their qualification.).

Achievement rate for Newham regarding apprenticeships				
Year	16-18 Years	19-24 Years	25 Years+	TOTAL
10/11	190	190	180	560
11/12	250	300	490	1040
12/13*	120	160	250	530

*Year to date, August to April, provisional data

Training Providers Success Rates for Newham Residents			
	2009/10	2010/11	2011/12
Success Rates for 16-18 year olds			
Newham providers	67.5%	71.4%	66.9%
London providers	68.7%	71.1%	70.9%
National providers	72.4%	74.0%	73.1%

⁴⁰ Mentioned at the Regeneration and Employment Scrutiny Commission meeting on the 7th May 2013

Success rate for 19-24 year olds			
Newham providers	73.2%	70.4%	72.6%
London providers	72.5%	71.7%	72.2%
National providers	74.9%	77.8%	75.9%
Success rate for 25+ year olds			
Newham providers	73.5%	77.9%	72.4%
London providers	73.8%	76.4%	69.7%
National providers	75.1%	78.8%	72.6%

2.30 Alongside this strong picture of apprenticeships generally in Newham, the Commission also learnt that the Council has its own strong apprenticeship programme. Known as the Youth Employment Scheme (YES) it was set up in 1991 and is aimed at 16 – 18 year olds who are residents in Newham. It is one of the oldest schemes of its kind in Local Government. To date the scheme has recruited around 300 trainees and has achieved a success rate of 86% of getting apprentices into permanent employment at the end of the scheme. At any one time the Council will have around 40 apprentices. As the scheme has developed, it has widened the apprenticeships frameworks available. When it began it only offered apprenticeships around business administration, it now offers apprenticeships in other areas such as vehicle maintenance, youth work, childcare and engineering. The Commission asked one of the apprentices to develop a case study of their development in the Council to illustrate their experience of being on the Scheme (see appendix 2). When the Commission spoke with managers and apprentices associated with the scheme they were impressed with it and how it had developed some of the young residents of Newham.

2.31 It was the Commission's view that in terms of apprenticeships Newham seemed to be starting from a strong base. Not only does the Council have a strong apprenticeship scheme, but within the Borough as a whole many residents seem to be taking up the opportunities presented by apprenticeships. However, the number of apprentices that started last year in Newham only equates to 1.01% of the number of residents in Newham of working age. Though apprenticeships are unlikely to ever equate to a large percentage of this part of the population, it is clear there is still room for improvement considering there also seems to have been a slight drop in the number of residents taking up apprenticeships this year. The Commission, based on the advantages it has seen apprenticeships can bring to both the apprentice, employers and the community, believe that more should and could be done to encourage the uptake and creation of apprenticeships in Newham. Especially as apprenticeships help build the economic resilience of the Borough and help more residents into work. The Commission believes the Council has a vital role to play in the strategic direction, creation and promotion of apprenticeships; the recommendations below propose ways the Council can build on the good work already happening in this area.

Recommendations

The Issues

- 2.32 Before the Commission was able to put forward any recommendations around apprenticeships, it had to discover what where the main issues stopping the creation and take up of apprenticeships in Newham. In its evidence gathering the Commission discovered that there were three main issues, these were:
- 2.33 **Quality** – When the Commission began this review Members had lots of anecdotal stories of poor apprenticeships, from people not receiving training to people having to pay for their own tools. When the Commission actually collected evidence for this review it did not find proof that such apprenticeships existed in Newham. Therefore the Commission is not suggest that apprenticeship in Newham are of a bad quality, indeed in the last few years NAS, by introducing requirements such as a minimum duration for apprenticeships, has tried to address issues of quality. While, the training providers are, like schools, regulated and inspected by Ofstead. The fact that the Commission did not hear of any bad apprenticeships may suggest some of these measures have had an effect in improving quality.
- 2.34 Yet quality should still be seen as an issue. The Business, Innovation and Skills Select Committee discovered evidence that the national drive on increasing the number of apprenticeships being offered by businesses had been to the detriment of the quality of apprenticeships, with little consideration about what the aims of the apprenticeship programme should be.⁴¹ This for the Commission is important. The Commission do not believe that the advantages or the economic resilience it has shown can be gained through apprenticeships can take place if the apprenticeships themselves are not of a good quality. The figures may suggest that Newham is in a strong place for apprenticeships, these figures will mean nothing if the quality of those apprenticeships are not good. Therefore the Commission believes, even if the quality of apprenticeships in Newham seems to be good at the moment, that the quality of the apprenticeship and what the outcome of an apprenticeship is should always be at the forefront of any work on apprenticeships.
- 2.35 **Perception** – The stories of bad quality apprenticeships may have helped lead to the confused perception of apprenticeships which the Commission encountered.
- 2.36 Very few of the apprentices who the Commission spoke to had any idea of what an apprenticeship was before they started the apprenticeship. One explained that they thought they were being lied

⁴¹ Business, Innovation and Skills Committee, *Apprenticeships, Fifth Report of Session 2012-13, Volume 1*, November 2012, pp. 11-15

to when they were told they would be paid to both train and work,⁴² while others admitted they hadn't realised they were applying for an apprenticeship.⁴³ Alongside this lack of knowledge of what an apprenticeship is, the Commission found evidence of parents, residents and schools having a negative perception of an apprenticeship. For example the Commission were told by one apprentice that when she started her apprenticeship her Nan thought she was dropping out of education and reducing her opportunities for a good career.⁴⁴ While a manager at Workplace told the Commission that many of the clients he spoke to did not see an apprenticeship as a job.⁴⁵ At the same time, the Commission were told that some parents and schools do not encourage pupils to look at apprenticeships because they are seen as less academic pathways after school.⁴⁶ This is an issue that seems to be national; the Commission were told by the Inquire Manager of the Business, Innovation and Skills Select Committee that the Committee had found a belief by some that academia was better than an apprenticeships, highlight by the story the Committee had been told of the pupil who was not invited to their school's leaving celebration as they had turned down a university place for an apprenticeship.⁴⁷ These negative perceptions of apprenticeships, which are untrue, act as a barrier for further residents of Newham to take up an apprenticeship.

- 2.37 **Promotion** – The Commission learnt that the Council, Training Providers and NAS do a lot to promote apprenticeships, from Apprenticeship Week to attending job fairs. However the Council was told of the difficulty of entering schools to talk to pupils. Along side this, the negative perception and lack of knowledge of apprenticeships suggests that there is more to be done in the promotion of apprenticeships.⁴⁸

The Recommendations

- 2.38 The Commission has come up with a number of recommendations to address these issues. The following recommendations are split according to the issues identified above.

Recommendations regarding quality and strategy

- 2.39 As seen in paragraphs 2.29 and 2.30, the Commission did not find evidence of poor quality apprenticeships in Newham, however it does believe that the advantages that apprenticeships provide can only

⁴² Site visit to Morgan Sindall on the 7th May 2013

⁴³ Site visit to Skills for Growth on the 11th April 2013

⁴⁴ Site visit to Newham College of Further Education on the 9th April 2013

⁴⁵ Mentioned at the Regeneration and Employment Scrutiny Commission meeting on the 7th May 2013

⁴⁶ Mentioned at the Regeneration and Employment Scrutiny Commission meeting on the 8th January 2013

⁴⁷ Mentioned at the Regeneration and Employment Scrutiny Commission meeting on the 5th February 2013

⁴⁸ Regeneration and Employment Scrutiny Commission meeting on the 7th May 2013

happen if the quality of the apprenticeship is good. The Commission also feels that as there is, as yet, no clear definition of what an apprenticeship is, defining and monitoring the quality of a good apprenticeship is difficult. This lack of definition also means that when talking about apprenticeships, something which has changed radically over the years, it is difficult to ensure that everyone is talking about the same thing.

2.40 The Commission recognises that it is NAS who would monitor the quality of apprenticeships and not the Council. However the Council has a role in promoting apprenticeships in the Borough and encouraging apprenticeships to be developed in the area. The Commission would recommend that the Council makes it clear what it considers a good quality apprenticeship to be. In the promotion and encouraging development of apprenticeships, this would ensure that in any discussion with residents, employers and stakeholders, everyone knows what the Council means when it is talking of apprenticeships. By focusing the definition on standards of an apprenticeship, it will be giving a clear message to all involved that the Council only expects good quality apprenticeships in the Borough.

2.41 The Commission believes that apprenticeships should be recognised as one of many tools that can be used in getting residents into work. To this end, the Commission feels this should be added to the definition.

R1 To ensure the Council agrees on a clear definition of what it expects a high quality apprenticeship in the Borough of Newham should look like. The Regeneration and Employment Scrutiny Commission suggest that definition should include the following:

- It is a job with proper employment rights
- The apprentice is given on site training by the employer and off site training by an accredited training provider
- The training leads to a recognised qualification
- The apprenticeship helps the apprentice progress to a full time job at the end of their apprenticeship
- Apprenticeships should be recognised as one of many methods to help increase employment in the Borough

The Regeneration and Employment Scrutiny Commission to be updated on this recommendation by July 2014

2.42 The Commission was struck by the amount of good work happening around apprenticeships in the Borough. It has seen the work parts of the Council is doing in trying to promote apprenticeships to residents, it has seen the work training providers have done in training the apprentices working with them and it has seen the work of employers to develop their apprentices into individuals who are good at their job. It has also noted the co-ordinating role the Newham Apprenticeship Task Group, a group of local stakeholders involved in apprenticeships,

has taken around apprenticeships. However, amongst all this good work, the Commission felt it had not seen any evidence of consideration about the skill needs of the Borough and therefore no discussion about what type of apprenticeships should be offered.

2.43 In trying to find out how a training provider decides what courses to put on, and therefore help shape the apprenticeships that appear in an area, the Commission learnt that they consider a number of things from existing learners to predicting the demand from the market and what is happening in the wider London Market.⁴⁹ What struck the Commission was that if the Council wanted to promote apprenticeships in its area it should be doing a similar thing to consider what apprenticeships the local area needs. In effect the Commission felt what was needed was a consideration of the skill needs of the Borough to decide what type of apprenticeships would most benefit the community.

2.44 The Commission felt that this need highlighted that there was no strategic approach being taken to help build on the good work in the Borough around apprenticeships and guide things like the co-ordinated work of the Task Group. Therefore the Commission recommends a strategic approach to apprenticeships in Newham needs to be set out. This approach, which should be decided by a partnership of stakeholders involved in apprenticeships, would consider the needs of the Borough regarding apprenticeships. It would then be able to take the strategic decisions to;

- Help shape of the provision of apprenticeships in the area to ensure apprenticeships meet the current and future needs of both residents and employer
- Help different sized businesses offer apprenticeships,
- Ensure the quality of the apprenticeships are good,
- Co-ordinate the promotion of apprenticeships.

As the Enterprise and Employment Board is already a partnership of stakeholders involved in apprenticeships and has links with the Apprenticeship Task Group, the Commission would recommend that the Council could work with this board to help the creation of this strategic approach.

R2 The Employment and Enterprise Board to set out the partnership strategic approach to apprenticeships in the Borough through the development of a strategy on apprenticeships. This should include consideration of the current and future skills needs of residents and employers in the Borough. The Chair of the Employment and Enterprise Board to report back to the Commission on development of this approach by July 2014.

Recommendation regarding perception

⁴⁹ From meeting held on the 24th June 2013 with Ashley McCaul, CEO of Skills for Growth.

2.45 As shown in paragraph 2.35 and 2.36 the Commission found that many people had negative opinions about apprenticeships, often seeing the more academic route as the better pathway. The Commission disagrees with this and feels that apprenticeships, partly because people do not know what an apprenticeship now is, suffer from a negative perception. R1 is designed to address this issue in part however, the Commission believes that the perception can further be changed by helping pupils, parents and schools to realise that University is not always the best or only pathway after school. One way of doing this would be to publish the amount of pupils from a school who have become an apprentice. This would help also grow interest in the apprenticeship programme. Such an approach could further help the strategic role recommend in R2, as it can act as a performance measure of apprenticeship starts from the different schools.

R3 Newham Schools to publish annually the numbers of pupils from each school in the Borough that has become an apprentice in line with the recommendation of the Children and Young People's Scrutiny Commission's to keep the destination of all pupils under review.

Recommendations regarding promotion

2.46 The Commission believes that the perception of apprenticeships will also be improved by the increased promotion of apprenticeships. The promotion of apprenticeships should have the two aims;

- Encouraging more residents to take up apprenticeships
- Encouraging businesses in the Borough to offer apprenticeships

The Commission felt a lot was already being done around the promotion of apprenticeships, such as at career fairs, however the following recommendations would build on this work.

2.47 The Commission realises that all Councillors, through their work, have personal networks that link into their local constituents and local businesses. These networks can be powerful for disseminating information, promoting events and helping to change the perception of something like apprenticeships. As the Commission consider apprenticeships to be an important thing to help up skill the work force of Newham and to provide Newham residents with the opportunities to get employment and build their economic resilience, the Commission believes these powerful networks should be harnessed to promote apprenticeships. If all Councillors were briefed on the advantages of apprenticeships, they would be able to talk to residents and businesses about why they are good things for people to take up and for businesses to provide. This promotion would also help change the perception of apprenticeships.

R4 The Council to provide all Newham Councillors with briefings on apprenticeships to allow them to promote apprenticeship to residents and businesses through their networks such as at career fairs, Surgeries, Governor Boards and the Mayor's Show. The Regeneration and Employment Scrutiny Commission to be updated on progress on this recommendation by July 2014.

- 2.48 When the Commission collected evidence for this review they were told by both training providers and Council teams involved in the promotion of apprenticeships that they found it difficult to enter schools to talk about apprenticeships.⁵⁰ The Commission recognises that to promote apprenticeships and help change the perception of apprenticeships, it is important that the stakeholders involved in apprenticeships and ex apprentices, get a chance to talk to both schools and pupils. However the Commission also recognises that schools have busy timetables and many other commitments on their time. Therefore if many different groups ask the schools to speak on apprenticeships, at different times, it is understandable that the schools are inclined to say no. This is why the Commission recommends that a co-ordinated approach be taken, allowing talks about apprenticeships to involve different stakeholders and to fit around the busy timetable of a school. Initiatives like the Apprenticeship Ambassador Programme could be used to help this co-ordination.
- 2.49 Co-ordination would also allow a more strategic approach to the promotion of apprenticeships to happen. The Commission were told that some schools did not promote apprenticeships because they saw the academic route as being better.⁵¹ This is, again, an issue about perception and in this situation the Commission believes a strategic approach to promotion could help. Therefore, along side trying to talk to pupils about the advantages of apprenticeships, the Commission would recommend that teachers, head teachers and Governor Boards are met with to explain what an apprenticeship is, show them to be a viable alternative to university and set out the advantages of an apprenticeship. This would help change the schools perception of apprenticeships and make them more open to having people in to speak about apprenticeships. As a strategic approach needs to be taken, the Commission recommend linking this recommendation with R2.
- 2.50 It was pointed out to the Commission that at Primary School very few pupils talk about wanting to work behind a desk when they get older. However, it is at this age that people start to form ideas of what they want to do when they are older. This is why the Commission also recommends promotion of apprenticeships starts at primary school, so

⁵⁰ Mentioned at the Regeneration and Employment Scrutiny Commission meetings on the 12th March 2013 and 7th May 2013

⁵¹ Site visit to Newham College of Further Education on the 9th April 2013 and Mentioned at the Regeneration and Employment Scrutiny Commission meetings on the 12th March 2013

pupils and parents begin from a young age to understand what an apprenticeship is.

R5 As part of the Vocational Skills and Youth Employability Commissioning Review currently being undertaken as part of the “People Achieve Their Potential Strategic Commissioning Plan” the Council to consider how to create a co-ordinated approach to the promotion of apprenticeships in both Secondary and Primary schools by Council teams, training providers and employers.

The Regeneration and Employment Scrutiny Commission to be updated on progress on this recommendation by July 2014.

Recommendation around provision

- 2.51 It should be recognised that as an organisation that does a lot of procurement, through its own direct commissioning of services, the Council has some power to encourage organisations to offer and create apprenticeships. The Greater London Assembly and London Councils have been promoting the power public sector organisations have in using their procurement contracts to help create employment opportunities such as apprenticeships. They point out that London Councils spend approximately £8.8 million on procurement annually and that some of this money can be used to support employment opportunities,⁵² such as using the Public Services (Social Value) Act 2012 which allows public sector organisations to include in their procurement work social issues such as increasing employment in a local area.
- 2.52 The Council can use tools such as charters, voluntary agreements and contract clauses.⁵³ Though the Commission feels that charters and voluntary agreements can work, contract clauses have the advantage that they are enforceable but also show a commitment from the Council to support the creation of apprenticeships. The Commission believes that this commitment would be further strengthened if such clauses were made a strategic process where the need for an apprenticeship could be considered in all procurement contracts.
- 2.53 Organisations like the London Borough of Lambeth have already taken the step to have a requirement of the provider providing apprenticeships.⁵⁴ It should be noted that due to the costs of training an apprentice, providers may ask for more money in the contract. This

⁵² London Councils, ‘*Employment and Skills Opportunities through Procurement, Guidance and Toolkit*,’

⁵³ London Councils, ‘*Employment and Skills Opportunities through Procurement, Guidance and Toolkit*,’ p. 8 -14.

⁵⁴ London Borough of Lambeth, ‘*Finance Scrutiny Sub-Committee report. Three Year Procurement Plan*,’ May 2012.

is something the Council would need to consider in regards to this recommendation.

- 2.54 The Commission recognises that it will not always be possible to use things like contract clauses and so would recommend that they could be one tool considered when looking at creating apprenticeships through procuring services. However, the Commission do believe it would be missing a good opportunity to not use the Council's procuring power to help create apprenticeships. To this end the Commission would recommend that either through the use of contract clauses or negotiations around the contract, that the Council looks at the creation of apprenticeships in the local area. The Commission would further recommend that the Council tries to encourage other public sector organisations in the Borough, such as the NHS, to do the same. This would then help further creation of apprenticeships across the Borough and show the public sector support for them.

R6 The Council, while procuring services, to negotiate with the provider, where appropriate, regarding the employing of apprenticeships in a cost effective way. This could either be done using a strategic application of a contract clause to be used in procurement contracts or through negotiations outside of the contract.

Other Public Sector organisations in the borough to be encouraged to take the same approach with their procurement contracts. The Regeneration and Employment Scrutiny Commission to be updated on progress on this recommendation by September 2014.

3. Conclusion

- 3.1 The Regeneration and Employment Scrutiny Commission found that apprenticeships are a vital tool in helping to:
- Reduce unemployment rates in Newham
 - Create a bridge into work for those who are long term unemployed and those leaving education
 - Up skill Newham's population
 - Secure sustainable jobs for residents
 - Build the economic resilience of Newham's residents and businesses.

The Commission believes, therefore, that apprenticeships are both suitable and important for Newham. Furthermore, the Commission proposes that the Council has a role to play in promoting and encouraging the take up and creation of apprenticeships.

- 3.2 Newham is already starting from a strong base regarding apprenticeships, as can be witnessed by the large number of residents starting apprenticeships, the good work already happening in Newham around apprenticeships and the Council's strong apprenticeship programme. However, more can be done to ensure the benefits of apprenticeships are felt by many in the Borough.

- 3.3 To encourage the development of apprentices in the Borough, the Commission has put forward six recommendations which will help ensure the quality of the apprenticeships in the Borough are high, the negative perceptions of apprenticeships are changed, apprenticeships are more strategically promoted and more apprenticeships are created in the area.

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- Ashley McCaul, CEO of Skills for Growth
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- John Appleton, Director of Development, Building Crafts College
- Brian Menzies, JobCentre Plus
- Charlotte Hewson, National Apprenticeship Service - Employer Account Manager
- Harminder Matharu, National Apprenticeship Service - Head of Employer Accounts, London and the South East
- Chris Burkett, Account Director for ISS's FM contract at Lloyd's of London
- Jack Kent, Director of Property Services, Lloyd's of London
- Malcolm Bryant, Head of Corporate Services at Morgan Stanley
- Cllr Alec Kellaway, Executive Member for Business and Skills
- Debbie Hameed, London Borough of Newham - Group Manager - 14-19 Partnership
- Derek Barrett, Workplace Manager
- Faria Khan, Newham YES Employee
- Hassan Shami, London Borough of Newham - Skills Adviser, Economic Regeneration
- Jane Sherwood, London Borough of Newham - Head of Economic Regeneration
- Ray Ellul, London Borough of Newham – Head of Talent.
- Market Street Health Group
- Morgan Sindall's Pudding Mill Lane/Crossrail site
- Peter Stam, Inquiry Manager for the Business, Innovation and Skills Committee
- Rt. Hon. Adrian Bailey, Chair of the Business, Innovation and Skills Committee
- The Focus group of Newham YES apprentices
- Apprentices met at the training providers and employers

Members of the Regeneration and Employment Scrutiny Commission during the review

- Cllr Ted Sparrowhawk (Chair)
- Cllr Freda Bourne (was on Commission for part of the review)

- Cllr Marie Collier
- Cllr Jo Corbett
- Cllr John Gray
- Cllr Alan Griffiths
- Cllr Patricia Holland
- Cllr Forhad Hussain
- Cllr Mukesh Patel
- Cllr Gavin Pearson
- Cllr Pearson Shillingford
- Cllr Alan Taylor

Officer Support for the Commission

- David Sommerfeld - Scrutiny Manager

Appendix 1 – Evidence Meetings

The table below sets out the meetings the Commission had for gathering evidence.

Evidence gathering session	Date
<p>1st Evidence gathering meeting</p> <ul style="list-style-type: none"> • Cllr Alec Kellaway, Executive Member for Business and Skills <p>Overview of apprenticeships in Newham.</p>	4 th December 2012
<p>2nd Evidence gathering meeting</p> <ul style="list-style-type: none"> • Jane Sherwood, Head of Economic Regeneration • Hassan Shami, Skills Advisor, Economic Regeneration Team <p>An in-depth look at apprenticeships and what the Council's role is around apprenticeships.</p>	8 th January 2013
<p>3rd Evidence gathering meeting</p> <ul style="list-style-type: none"> • Peter Stam, Inquiry Manager for the Business, Innovation and Skills Committee <p>To give evidence on what the Business, Innovation and Skills Select Committee discovered about apprenticeships.</p>	5 th February 2013
<p>Interview with Ray Ellul, London Borough of Newham – Head of Talent.</p>	1 st March 2013
<p>4th Evidence gathering meeting</p> <ul style="list-style-type: none"> • Ashley McCaul, CEO of Skills for Growth • John Appleton, Director of Development, Building Crafts College • Janak Patel, Deputy Principle at Newham College of Further Education • Lorraine Jones, Partner Liaison Manager, Apprenticeship and Collaborative Provision Unit, Newham College of Further Education <p>A look at the role of the training provider in the apprenticeship process.</p>	12 th March 2013
<p>Focus group with Newham YES apprentices.</p>	13 th March 2013
<p>Site visit to Newham College of Further Education to meet apprentices and find out about the training programmes provided.</p>	9 th April 2013
<p>Site visit to Skills for Growth to meet apprentices and find out about the training programmes provided.</p>	11 th April 2013
<p>Site visit to Market Street Health Group to meet apprentices and employer.</p>	19 th April 2013
<p>Site visit to Morgan Sindall's Pudding Mill Lane/Crossrail site meet apprentices, employer and training provider</p>	7 th May 2013

(Building Crafts College).	
<p>5th Evidence gathering meeting</p> <ul style="list-style-type: none"> • Harminder Matharu, National Apprenticeship Service - Head of Employer Accounts, London and the South East • Charlotte Hewson, National Apprenticeship Service - Employer Account Manager • Derek Barrett, Workplace Manager • Hassan Shami, London Borough of Newham - Skills Adviser, Economic Regeneration • Ray Ellul, London Borough of Newham – Head of Talent • Debbie Hameed, London Borough of Newham - Group Manager - 14-19 Partnership <p>Investigation in how apprenticeships are promoted in Newham.</p>	7 th May 2013
Visit to Business, Innovation and Skills Committee to speak to Chair of Committee, Rt. Hon. Adrian Bailey, about the Committee's review into apprenticeships.	14 th May 2013
<p>Interview with:</p> <ul style="list-style-type: none"> • Harminder Matharu, National Apprenticeship Service - Head of Employer Accounts, London and the South East • Charlotte Hewson, National Apprenticeship Service - Employer Account Manager 	14 th May 2013
Interview with Brian Menzies from JobCentre Plus	16 th May 2013
Interview with Ashley McCaul, CEO of Skills for Growth	25 th June 2013
<p>Interview with:</p> <ul style="list-style-type: none"> • Derek Barrett, Workplace Manager • Hassan Shami, London Borough of Newham - Skills Adviser, Economic Regeneration 	26 th June 2013
<p>6th Evidence gathering meeting</p> <ul style="list-style-type: none"> • Cllr Alec Kellaway, Executive Member for Business and Skills <p>An update on the Council's work around apprenticeships.</p>	9 th July 2013
<p>Interview with:</p> <ul style="list-style-type: none"> • Liam Kane, Chief Executive of East London Business Alliance and Chair of the Newham Employment and Enterprise Partnership Action Board • Jane Sherwood, Head of Economic Regeneration 	25 th September 2013
<p>Interview with:</p> <ul style="list-style-type: none"> • Malcolm Bryant, Head of Corporate Services at Morgan Stanley 	18 th October 2013

<ul style="list-style-type: none"> • Anupm Majhu, Programme Manager, East London Business Alliance 	
<p>Interview with:</p> <ul style="list-style-type: none"> • Jack Kent, Director of Property Services, Lloyd's of London • Chris Burkett, Account Director for ISS's FM contract at Lloyd's of London • Davindr Chaggar, Programme Manager, East London Business Alliance 	<p>30th October 2013</p>

Appendix 2 – Case Study of a YES Apprentice

The following case study is Faria Khan an apprentice on the London Borough of Newham's apprenticeship scheme; The Youth Employment Scheme (YES). Since this case study has been written she has come to the end of her apprenticeship and gone on to get a job within the Council.

The Case Study:

The Youth Employment Scheme (YES) provides young people aged 16-18 years old, who live in Newham, with two years work experience as well as a nationally accredited qualification (NVQ level 2 and 3). This case study will take you through the journey of an apprentice at Newham Council. The scheme was set up in 1991 when 18 young local people were recruited to work towards a Business Administration NVQ qualification. To date, around 300 trainees have been recruited with a success rate of 85% of these getting into work, mainly with the Council, at the end of their apprenticeship. The scheme is always seeking to diversify and takes on apprentices within other vocational areas, so now there is a wider range of apprenticeship frameworks available such as:

- Vehicle Maintenance
- Youth Work
- Childcare
- Engineering

Faria Khan began her apprenticeship in July 2011. She left school in 2010 and did not want to study further. She got to know of the Youth Employment Scheme and was interested in the concept of the programme. *“Learning, working and earning was the three main factors for me and I knew this scheme was right up my street.”* Faria has been working with the Overview and Scrutiny Team as well as the Committees and Partnerships team since she started the scheme. She has completed Level 2 in Business Administration and is currently working on Level 3. In order to complete her NVQ, Faria attends college once a month for training and is visited by an assessor at her place of work regularly to guide her through her NVQ.

Faria undertakes a range of tasks for both teams, providing administrative support and managing projects. She was first given a standard level of work such as booking rooms and meetings in order to help her gain the experience needed and since then, has taken on more complex tasks such as managing projects. *“I started in the Council after leaving school and did not know much about a working environment. My confidence grew since the first day I started and I can see a significant change which is an achievement in itself for me. Both teams have been supportive and patient through my learning process which has been a big factor in my confidence.”* Faria works with individual colleagues as well as both teams as a whole. She receives regular one to one supervisions and appraisals in her work and finds it to be productive and help indicates for her what stage she is at. *“My manager's ability to transfer my challenges into strengths is what developed me further. My manager supports*

me not only at work, but through my NVQ qualification and has made my journey as an apprentice incredible.” As Faria has progressed in her apprenticeship, she has been motivated to study further, with her seriously considering the possibility of attending University while working, which has been a substantial change from the day she left school when she thought that she did not want to study any further.

“Ideally I would like to attend University and work part time at Newham Council. I am currently searching for jobs and keeping my options open. I have the relevant experience as well as qualifications to go further.” Many apprentices have taken the pathway Faria has provisionally chosen and have been successful. What motivates Faria is that most apprentices have secured permanent jobs. *“My journey as an apprentice has been amazing and I’ve learnt so much. I’ve developed many transferable skills and am proud of my position today; working for my own Borough is satisfying. I will recommend this pathway to school leavers who prefer being practical, as this path can open many roads for them the way it did for me.”*

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Local Strategic Partnership – Forward Plan

The Forward Plan sets out the reports each Partnership Action Board (PAB) will consider at meetings for the period 1st October 2013 to 31st January 2014

Should any Partnership Action Board/Member have an interest in a forthcoming item please contact Joy George on 020 3373 1256 or by e-mail at joy.george@newham.gov.uk

You can view agendas and minutes of the Local Strategic Partnership by clicking on <http://mgov.newham.gov.uk/mgListCommittees.aspx?bcr=1umin> and selecting the appropriate PAB.

Partnership Action Board	Reports
Children and Young People Trust	
5th December 2013	CCG vision for improving children's health and joint working
	Plans to Refresh the Joint Strategic Needs Analysis
	Adult referrals to MASH - Vulnerable adults in Newham
	MMR Vaccination Take up
	Improving Outcomes for Disabled Children and Young People
	Key Stage 5 Results
	NSCB Annual Report for 2012/13 and Update on 2013/14 Business Plan
	Family Nurse Partnership
	Support for Vulnerable Children
Local Safeguarding Children Board*	* These meetings are not open to the public
13th November 2013	
Future meeting dates:	
<ul style="list-style-type: none"> • 22nd January 2014 • 19th March 2014 • 21st May 2014 • 23rd July 2014 • 24th September 2014 • 26th November 2014. 	
Employment and Enterprise	
10th December 2013	Labour Market Update
	Report from Regeneration and Employment Scrutiny Commission: Apprenticeships in Newham
	Physical Regeneration in Newham: overview of the major developments in the Borough
	ABP -Advanced Business Parks

Health and Wellbeing Strategic Reference Group	
14th October 2013	Interactive - Presentation
	Feedback from the Health and Wellbeing Board
	Health and Wellbeing Strategic Reference Group Work Programme
	Diabetes Pathway
Health and Wellbeing Board	
18th November 2013	Scrutiny Review into Mental Health Transition
	Report on the Risk register
	Autism SAF
	Health Protection committee update
	Commissioning Plans - Adult Services <ul style="list-style-type: none"> • Joint Carers Strategy • Dementia Strategy
	Report on the four priorities set out in the Health and Wellbeing Strategy Implementation and Action Plan <ul style="list-style-type: none"> • Promoting Healthy Behaviours Report on Promoting Healthy behaviours and Social Prescription • Tackling Mental health Barriers to Employment • Long Term Condition • Building Child Health and Wellbeing
	Reports for noting <ul style="list-style-type: none"> • Healthwatch Newham Update • Health and Wellbeing Strategic Reference Group Update
20th January 2014	Commissioning Plans - Adult Services <ul style="list-style-type: none"> • Carers Strategy
	Restructure of Adult Commissioning
	Primary Care Strategy draft
	Approach to Prevention
	Integrated Care update
	Integration Transformation Fund plan draft
	NHS funding for social care - outcomes delivered
	Report on the four priorities set out in the Health and Wellbeing Strategy Implementation and Action Plan <ul style="list-style-type: none"> • Promoting Healthy Behaviours

	<ul style="list-style-type: none"> • Tackling Mental health Barriers to Employment Update report on service redesign and pathway implementation • Long Term Condition Diabetes • Building Child Health and Wellbeing
	<p>Reports for noting</p> <ul style="list-style-type: none"> • Healthwatch Newham Update • Health and Wellbeing Strategic Reference Group Update

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