

Report of Employment and Skills

Report to the Chief Officer Employment and Skills

Date: 6 August 2014

Subject: Deputation to Council on Apprenticeships and Information Advice and Guidance services

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the decision eligible for Call-In?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix number:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Summary of main issues

1. A deputation was made to the Council meeting on the 2 July 2014 by Bethany Beale, a young person who has recently successfully completed an Apprenticeship Framework, secured full time employment and acts an Apprenticeship Ambassador on behalf of the Leeds Apprenticeship Hub. The deputation titled 'Lost in transition - supporting young people to make informed choices' highlighted the difficult choices facing young people at this important transition point in their lives and the need for timely information, advice and guidance and more information about apprenticeship opportunities.
2. In response to the deputation, this report summarises the support services available to young people offered by the Employment and Skills and Children's Services to young people and schools and academies. The report highlights existing and planned activity to improve IAG services and to promote Apprenticeships to young people and the impact of these to date.
3. The services detailed in the report will contribute to the achievement of key objectives set out in the Best Council Plan 2013-17 to 'promote sustainable and inclusive economic growth by improving the economic wellbeing of local people and businesses'. The services to young people focus on assisting them to make informed choices based on current labour market information and by helping young people to acquire employability skills and move into employment with training that meets the needs of the local businesses.

Recommendations

The Chief Officer Employment and Skills is asked to note the contents of the report in consultation with the Executive Member for Creative and Digital Technology, Culture and Skills.

1.0 Purpose of this Report

- 1.1 The purpose of this report is to provide a response to the deputation to the Council meeting held on 2 July 2014 about Apprenticeships and Information, Advice and Guidance services for consideration by the Director of City Development in consultation with the Executive Member, Creative and Digital Technologies, Culture and Skills.
- 1.2 The report and appendix 2 sets out the current and planned services to young people across Leeds to assist them to make informed choices about their progression routes on leaving school; acquire the key employability skills required by employers; and to consider the opportunities to both earn and continue learning by accessing an apprenticeship. The report also demonstrates the impact of this activity locally through changes in the rates of those young people identified as Not in Education, Employment or Training (NEET) and those claiming Jobseekers Allowance.

2.0 Background information

- 2.1 A deputation was delivered to the Council meeting held on 2 July 2014 by Bethany Beale. The deputation submission at appendix 1 summarised the experience of Bethany and her work colleague, Grace, on leaving school and seeking to establish themselves in their careers. Both Bethany and Grace had a positive experience as an Apprentice and they have become members of the Leeds Apprenticeship Ambassador network offering their insights about their experience to other young people.
- 2.2 As young people with recent experience they recognise the difficulties in accessing the appropriate information, advice and guidance to make informed choices that meet both their aspirations and reflect the opportunities available in the local labour market. The deputation asked that the Council, and its partners, continues to promote apprenticeships as a route into work for young people and to provide easy to understand information on the changing jobs market to help young people, their parents and their teachers to make better informed choices about their future learning, skills and employment based on their needs and on all the options available to them.

3.0 Response to the key issues raised by Deputation

3.1 Key issues

- 3.1.1 The economic downturn has been well documented in the media and in particular the issue of youth unemployment and has brought into sharper the support services offered to young people transitioning from learning to employment. Consultation with young people indicates that many feel they have not received adequate CEIAG from their learning establishment or that Apprenticeships were not promoted as a

progression opportunity. Those that had received information and advice were often ill-prepared and as such had no real basis for making an informed decision at the critical time. These findings reflect the experience of the young people delivering the deputation.

3.1.2 The key issues can be summarised as :-

- The ability of young people, their parents and teachers to understand and navigate a complex learning and vocational skills system that has been subject to continuing reform and change
- Young people can make poor choices through lack of information on learning and employment options and the changing opportunities in the labour market
- Many employers' perceptions of out-of-work young people is that they have a poor attitude to work and lack key employability skills.

3.1.3 Action to address the above has taken place against a backdrop of changing statutory duties and policies around the Raising of the Participation Age (RPA) and Careers Education, Information Advice and Guidance (CEIAG), further changes in learning and skills provision including reforms to apprenticeship frameworks and delivery.

3.1.4 The introduction of RPA has meant that young people have remained in education or training for an additional academic year after Year 11 from September 2013 and until age 18 from September 2015. The Education Act 2011 gives schools and colleges a statutory duty to secure independent careers guidance for pupils from September 2012. The Council works with schools and learning providers to ensure that provision is designed and delivered to every young person in Leeds to support them to progress towards a positive destination in learning, training or employment by

- Engaging in learning appropriate to their needs, abilities and ambitions
- Understanding the opportunities and requirements of the local and regional job market
- Having access to a variety of sources of impartial information, advice and guidance
- Receiving support to overcome any barriers to progress, particularly at key transition points.

3.1.5 The economy is starting to grow again and generate jobs across sectors including entry level jobs in retail, hospitality, logistics, manufacturing and finance and business services. Adult job seekers with employment experience and young people fresh into the labour market and with higher level qualifications will find it much easier to find work. However, for those young people with no work experience or low skills that may have become disengaged from the labour market will find it harder to secure employment and are in danger of being left behind.

3.2 Services and programmes to support young people

3.2.1 Ensuring good quality impartial CEIAG within schools is challenging as schools and academies take on these new responsibilities. Children's services are continuing to work with schools to improve the CEIAG available to young people. Apprenticeships and progression into work remains a focus of the CEIAG Network attended by the majority of schools across the city. In addition, the promotion of opportunities and understanding what Apprenticeships can offer is continuing to develop through schools working with the Apprenticeship Hub, ATA Leeds, Education Business Partnership and Children's Services.

- 3.2.2 Joint working between the Children's and Employment and Skills services of the Council has put in place a number of support programmes for young people and learning institutions. These services are summarised at Appendix 2 and offer high quality careers education information advice and guidance (CEIAG) for young people and support to secure an apprenticeship through the Apprenticeship Hub, The Education Business Partnership and Children's Services.
- 3.2.3 The Council has sought to improve services and address the challenge of youth unemployment by working with young people, schools, learning and training providers and employers to support young people to make informed choices; prevent young people from becoming unemployed as they transition from school and college; and the longer term unemployed to re-engage with provision linked to local employers by:-
- Working with partners to secure additional funding to develop the local infrastructure and create new provision
 - Improving Information, Advice and Guidance services to young people
 - Working with local businesses to increase the supply of work experience placements and apprenticeships
 - Working with young jobseekers and young people identified as NEETs to acquire employability skills and broker placements and apprenticeships and jobs to meet their needs
- 3.2.4 The Council, working with partners, successfully secured additional funding of £5.8m for the city through the City Deal (Apprenticeship Hub, Leeds ATA and Devolved Youth Contract) and the Heritage Lottery Fund and the Head Start programme. The Council has worked with a range of partners to develop, design and deliver programmes that provide young people with employability skills, work experience and progression into an apprenticeship or a job.

3.3 Impact to date

- 3.3.1 The city has recently experienced falling NEET and youth unemployment rates as the economy recovers. The NEET (16-19 years) rate is 1,685 (7.4%) and those young people with unknown destination is at its lowest level of 687 (2.9%). The number of 16-24 year old Jobseeker Allowance claimants fell from 7,615 (7.6%) in February 2012 to 5,430 (5.4%) in February 2014. This has fallen again to 4,255 (4.3%) in July 2014.
- 3.3.2 The Employment and Skills service has supported 1,282 young people aged 16-24 years into employment between April 2013 and March 2014. During this period the number of 16-24 year olds claiming Jobseeker Allowance fell by 1,640 with those claiming 12 months or more falling by 570. The service has also supported 10,775 students aged between 14-18 years to learn more about the world of work and the current labour market opportunities and career pathways through workshops and events and work place visits.
- 3.3.3 In addition to the above indicative measures, there has been an increased level of engagement with the programmes and events offered over the last year by both young people and their learning institutions with :-
- over 1,700 young people attending the Apprenticeship evening held at Leeds Town Hall in June with over 60 employers and training providers exhibiting and 90% of the young people attending rating the event good or excellent
 - over 1,500 young people attending Apprenticeship Application workshops

- an increase of 34% to 4,378 young people accessing the on-line apprenticeship application / brokerage services available through Pathways website.
- 5,695 school students have accessed an EBP employability programme, 3,580 have accessed mentoring support and 903 businesses and university volunteers have supported these programmes.

4.0 Corporate Considerations

4.1 Consultation and Engagement

4.1.1 There has been continuing consultation with young people regarding CEIAG services and apprenticeships. These include:-

- Supporting young people to scrutinise and improve the information, advice and guidance offered by Connexions, schools and colleges to ensure everyone has access to age-appropriate, high-quality impartial information and advice, and that young people have a role in determining the services they should receive.
- Enabling young people to play a key part in commissioning the local Connexions service and looking at the support they should receive through schools and colleges. The Youth Council led a project to determine what young people wanted their careers service to offer, and how and when they would like to receive information. The calendar showing what information they would like and when was presented to local schools and colleges.
- Enabling input from young people to the development of the self-assessment toolkit that schools use to review the information, advice and guidance they provide and ensure it meets young people's needs.
- Enabling input from young people into the recent Scrutiny Inquiry into Apprenticeships to inform and shape the Apprenticeship Hub services and a training programme for providers to develop accessible and informative job descriptions and vacancy advertisements relevant to young people.

4.2 Equality and Diversity/ Cohesion and integration

4.2.1 The services and programmes detailed in the report and appendix support improved Information, Advice and Guidance and access to entry level employment and progression routes for young people who are disadvantaged in a competitive labour market because they lack the demonstrable experience and skills of older job seekers. These programmes are in addition to the statutory duties that are the responsibility of individual learning institutions and the Council and will support those young people that are identified as Not in Education, Employment or Training (NEET) and the young unemployed 16-24 years furthest removed from the labour market.

4.3 Council policies and priorities

4.3.1 The services detailed in the report will contribute to the achievement of key objectives set out in the Best Council Plan 2013-17 to promote sustainable and inclusive economic growth by improving the economic wellbeing of local people and businesses. The services to young people focus on assisting them to make informed choices based on current labour market information and by helping young people to acquire employability skills and move into employment with training that meets the needs of the local businesses.

4.4 Resources and Value for Money

4.4.1 There are no immediate resource implications arising from this report.

4.5 Legal Implications, Access to information and call in

4.5.1 This is a significant operational decision.

4.6 Risk Management

4.6.1 It is predicted that between 2014 and 2024 the 16-24 youth population is set to grow by 49,000 (6%) in Leeds. While job numbers are also predicted to increase the demand will increasingly be for higher level skills. The Council will continue to adapt and develop provision in line with the Best City objectives to support young people to access information; build the capacity of local learning institutions to offer impartial advice and guidance; and work with employers to create apprenticeship and work experience opportunities that are relevant to the changing labour market.

5.0 Conclusions

5.1 It is important to ensure that all young people have the best possible chance to succeed in life and the tools to progress into sustainable and rewarding careers. Alongside their education, careers guidance can help to raise the aspirations of some young people and support them to make informed choices about education and training options. Schools have access to a wide range of career related opportunities which support CEIAG and the wider employer engagement agenda which features apprenticeships as a career pathway.

5.2 The Council has responded to changing needs to address the challenge of youth unemployment by securing additional funds totalling £5.8m, working with partners to align resources and make best use of their expertise. Previously employability support has been limited to a programme to meet the Council's workforce needs at entry level but has grown to engage a wide range of employers across all sectors. Business engagement on the development and design of pastoral and in-work support to young people taking up placements and apprenticeships has been appreciated and valued and employers have valued the fresh perspective and energy that young people have brought to their workplace.

5.3 There is now a menu of opportunities that young people and businesses can access that has developed beyond the traditional education or employment programmes and is increasingly being linked to key sectors and shaped by employers. The service will continue to adapt and develop provision in line with the Best City objectives to meet the needs of young people and local businesses. Continuing challenges will be to:-

- Engage with those young people the furthest from the labour market and ensure that they have the skills, motivation and confidence to secure employment
- Substantially increase apprenticeship numbers by increasing the demand for and supply of places through a range of projects and programmes at higher skill levels
- Maintain effective partnerships that can adapt to changing employer requirements and to ensure a coherent city offer that makes best use of public sector resources.

6.0 Recommendation

6.1 The Chief Officer Employment and Skills is asked to note the contents of the report in consultation with the Executive Member for Creative and Digital Technology, Culture and Skills.

7.0 Background documents

7.1 There are no background documents.

Deputation to the Council meeting 2 July 2014

Lost in transition / supporting young people to make informed choices

Bethany Beal, Finance Assistant and Grace Dean, Learning Assistant at Leeds Grand Theatre.

Thank you for the opportunity to speak to you today.

You may have seen the video on your website that Grace and I appear in about apprenticeships and the work we do at Leeds Grand Theatre. I know that we have been incredibly fortunate but I know that many young people struggle with the transition from school to college, university and work and our plea to the Council is to strengthen the support to young people to guide their choices at this important point in their lives. To demonstrate the point –I want to tell you our stories.....

Bethany's story

I always knew that I wanted to work in theatre but I wasn't really sure in what way. I applied for Theatre Studies courses on UCAS despite knowing that I didn't actually want to go to university but I thought a degree was my only option to get into theatre because that was the only option presented to me by my Sixth Form.

After finishing my A levels, I decided to listen to my gut and not go to university. Instead I tried to get a job at a theatre, which was difficult as they either required degrees (which I didn't have) or experience (which I also didn't have and volunteering wasn't an option as I didn't want to rely my mum and dad to financially support me.) So in the end I had to resort to being a part-time shelf stacker at Marks & Spencer and I thought I would be stuck in a career that I didn't want to be in forever.

So I was really excited when I saw the vacancy for the apprenticeship at Leeds Grand Theatre because it was a way of gaining both experience and a qualification in the industry that I wanted to work in. I was even more excited when I got the phone-call from the theatre to say that I was successful in the interview and that they had chosen me as one of their apprentices.

I had such a fantastic experience doing my apprenticeship in Heritage Venue Operations under the guidance of the Learning Team at The Grand and Leeds City College. I was always treated as an equal in my team however I knew that extra guidance was always available if I needed it from my manager Rachel, and also from my college tutor Jo. What I loved most about the course was that it was very practical and I was actually doing things; I was delivering tours, supporting workshops, creating learning resources rather than being sat in a lecture hall writing notes. And getting both a monthly pay-slip and student discount was pretty good too. And my shared office was underneath stage corridor so I could hear matinee performances from my desk which as a massive musical theatre fan was amazing!

The apprentice vacancy was for a year so I decided to squeeze in as much as possible therefore I seized the opportunity to gain experience in other departments such as Finance, Technical and Front of House. And that's when I discovered that my analytical and numeracy skills and passion for theatre were really suited for the Finance department,

which is something I hadn't even considered before (probably because I didn't want to admit that I love maths and numbers – but I do, I really do)

Then a vacancy for a Finance Assistant came up so I jumped at the chance to apply for it. I was chosen for an interview and (thanks to all the transferrable skills I acquired during my apprenticeship) I got the job!

Now I am working in my dream job which combines my two greatest loves – theatre and maths and it enabled me to become a home owner at the age of 20; and it's all thanks to Leeds Grand Theatre offering apprenticeships which gave me the chance to gain experience in the arts sector, work towards a useful and relevant qualification and help me realise and achieve what I want to do in life.

Grace's story

Grace's desire to work in theatre began when she joined the CVYT which rehearsed at The Grand and performed at the Varieties. She remembers walking into the Varieties for the first time at 11 years old... and that was it! She was hooked! Grace stayed with the youth theatre for many years and her confidence and passion for theatre grew.

She went on to complete her GCSEs and A levels which included History and Drama – 2 of her greatest interests. She worked really hard and achieved 3 As at A Level.

Academically, university seemed like the obvious next step and Grace was certainly encouraged to pursue this by her teachers but she always knew university wasn't going to be the route that she would take. Grace is not afraid of hard work and she was willing to start at entry level and work her way up.

So having made that decision she decided to move to Paris and play Mickey Mouse at Disneyland. Having learnt some valuable life lessons, she was ready to take on a new challenge and look for her first role in the theatre industry back home.

So after many, many emails and phone calls to staff at the theatre Grace landed her first job working backstage as a dresser. She couldn't believe her luck! Although the hours were long and unsociable, she thoroughly enjoyed this role and she gained an amazing understanding of how a theatre operates.

Whilst working as a dresser, the opportunity arose to apply for an apprenticeship with the learning team. Initially, Grace didn't think that she would be eligible because she thought they were for younger people or that apprenticeships replaced GCSE's and A Levels but, not only was she eligible, it was perfect!

She would be taught all about the history of the two venues she had always loved and then learn how to share this in interesting ways. She put my heart and soul into the interview and was lucky enough to be offered the apprenticeship.

Over two years on Grace now delivers a wide range of learning activities to all different audiences including tours, talks, workshops, assemblies and youth theatre sessions. There is no typical day in her job - in the morning she'll be delivering a ghost walk of our cellars to the cast and crew of Hairspray and in the afternoon she'll be taking suggestions as to how we change a lightbulb in our chandelier. Her favourite answer being that we trained a bird.

It's great to know that due to the success of our apprenticeship the learning team are enhancing their skills and training programme and it's great that we'll both be able to have a

hand in supporting other young people to explore alternative routes into the industry and hopefully achieve their goals.

Without sounding too much like an Oscars acceptance speech, we would really like to thank Leeds Grand Theatre for giving us a chance. The experience has been amazing and we would really encourage other organisations to consider apprenticeship schemes.

We are grateful for the opportunity we had to undertake an apprenticeship, acquire new skills and progress at this early stage in our careers. We know from the work we are doing with the Council that much is being done to promote apprenticeships to both employers and young people, their parents and their schools.

While we champion apprenticeships and agree more needs to be done to promote this route into work, our ask of the Council and its partners is that it takes every opportunity to provide more easy to understand information on the changing jobs market to help school students and the young unemployed, their parents and their teachers to make better informed choices about their future learning, skills and employment based on their needs and on all the options available to them.

Support services provided to young people

Through **Children's Services** School to Work Transitions Team, challenge and support is provided to assist schools and colleges in ensuring young people receive the right support and information in their transition from school. Current work programmes and services available to support young people include:-

- **Careers Education, Information, Advice and Guidance** – To assist schools a quality assured list of approved providers of CEIAG services has been developed with many schools now purchasing additional support from providers on this list. Work has been undertaken to ensure young people have a real voice around the type of CEIAG they receive. The Leeds Youth Council have designed a CEIAG calendar which outlines the specific types of information, advice and guidance they want to receive and when they should receive it. The young people presented this to the schools and colleges at the Careers Network meeting in the autumn.
- **Leeds Pathways** - The responsibility for providing universal Careers Education, Information Advice and Guidance now lies with the schools. To support schools the Council has continued to invest in Leeds Pathways website www.leedspathways.org.uk the on-line information and advice service for young people, parents/carers and professionals. There has been recent extensive development and improvement of the Work and Apprenticeship section and the Local Jobs and Careers sections to be relaunched from September 2014. This will ensure that young people can access up-to-date information on jobs and career opportunities within key sectors in Leeds as well as enabling all year 11 students to apply for Post 16 courses. Interactive services are now fully operational and schools and colleges are being offered support and training at the start of the autumn term to ensure they are aware of, and confident in using, the full set of online resources. The training will have a great focus on utilising the resources to support young people into Apprenticeships and work. Training is integrated with other CPD activities available through the Careers Network and online training modules located in the Teacher and Professional area to introduce the wider workforce to the principles of IAG for young people and signposting to relevant resources.
- **CEIAG Self-Assessment Toolkit** – To ensure that schools provide high quality impartial information advice and guidance around all the post 16 pathways that are available to young people including apprenticeships, a self-assessment tool has been developed and promoted to schools. This supports schools to develop their Careers Education Information Advice and Guidance offer and ensure they are meeting their statutory duties.
- **Connexions Service** - Unlike many authorities, the Council has committed to making a major financial investment to ensure that the most disadvantaged young people who are NEET continue to receive the kind of information, advice, guidance and support that is vital for them to make properly informed choices around post 16 opportunities including apprenticeships. From 1 April 2013 this service has been provided by Igen and their partners. Connexions personal advisers receive training on apprenticeships to enable them to provide high quality advice and support to young people wanting to access apprenticeships.

- **Youth Contract Support Programme** for 16 and 17 year olds was devolved from the nationally procured programme under City Deal in May 2012. To January 2014, 738 young people started on the programme with 508 progressing to employment, education or training. The majority of young people have so far progressed to Igen Leeds Learning Links partnership provision, FE college courses, apprenticeships, work based training and employment.

Further work is being progressed to develop tailored support for young people who are looked after or care leavers, and young people with Special Educational Needs to ensure they get the best possible level of support and assistance to secure an apprenticeship or supported employment.

Through the **Employment and Skills service** both the **Apprenticeship Hub** and the **Education Business Partnership** offer a diverse range of activities linking young people to Apprenticeships and the world of work.

The Leeds Apprenticeship Hub supports SME businesses to create new apprenticeship opportunities and support young people to access these opportunities. The Hub team works with a range of business networks and has developed a local training provider network to provide a single point of contact for businesses and young people seeking an apprenticeship. Support to young people includes:-

- The **School Engagement programme** offers free and impartial information and advice to high schools across Leeds throughout the academic year. The menu of services includes whole year group registration sessions enabling access to and individual updates from the National Apprenticeship Service and the Hub; bespoke workshops; presentations to students and staff; careers fairs and sector focused presentations supported by apprentice ambassadors and training providers from the Leeds network of training providers. Leeds Apprenticeship Hub display board are located in 23 high schools to direct young people to online support services and vacancies available through the National Apprenticeship Service (national vacancies) and the Apprenticeship Hub (local vacancies).
- **Leeds Pathways: Apprenticeships and online matching service.** The dedicated Apprenticeships page on the young people's website now receives approximately 5,000 hits per month from young people considering an Apprenticeship. Students can access the 'expression of interest form' on-line to submit queries to the Apprenticeship Hub team and be matched to a relevant vacancy with a local business and a training provider.
- A programme of **Apprenticeship fairs and events** takes place both the city centre and across localities accessible to young people aged 16-24 years. These offer general and sector specific information and advice and recruitment to current vacancies. Schools receive notification in advance to link this with their curriculum offer and are supplied with free transport. During 2013/14, the Apprenticeship Hub engaged with over 3,000 young people through these events. The Council also works in partnership with providers to host the annual Apprenticeship Awards ceremony. Now in its third year, this event engages and recognises the achievements of individual apprentices and the businesses that support them.

- **Apprenticeship Workshops** – Apprenticeship workshops are available to young people aged 16 -24 years both through the school engagement programme and in community based settings. From August these sessions will be bookable online via a permanent Eventbrite booking tab on the Leeds Pathways webpage.
- **Sector Programmes** – The Hub has worked with sector bodies and sector skills councils and has enabled support and brokerage services to businesses in the city across the manufacturing, cultural, creative and digital, legal and professional business services sectors.

The Education Business Partnership (EBP) offers activities to help high schools and colleges to meet their statutory duties by providing a range of opportunities for young people to experience the workplace and work with employers. Employer engagement is key to helping young people make a successful transition to work and help them see the relevance of their learning in school. 29 high schools are currently engaged in EBP led programmes.

The EBP supports schools in identifying how they can integrate employability into the curriculum through high quality training (CPD) and planning with senior leaders. The EBP has developed a suite of programmes based on key sectors in the local economy and young people's aspirations, all of which are delivered in partnership with employers. Programmes include:

- You're Hired!. An interview techniques programme involving employers central to supporting the careers offer in schools at both key stage 4 and post 16.
- Interactive Workplace events helps young people to better see and understand the opportunities in the workplace. It provides a general overview of the opportunities at key stage 4 (year 10) and more sector specific at post 16.
- They're Hiring!. A teacher training programme to support schools to better understand what employers look for in new employees, the recruitment process used by a range of employers in different sectors and integrating local market intelligence into the curriculum.
- O2 Girls into Digital Communications aimed at year 10 girls who are underperforming in science and IT. This has engaged over 160 learners in the last year.
- O2 Learn to Code to support ICT teachers in delivering the new computer science curriculum from September 2014. This will target 1,000 students in years 7-10 with 19 schools expressing an interest to participate from September 2014.
- Sector related programmes including:-
 - Retail in Action with retailers at White Rose centre
 - Hospitality in Action with Weetwood Hall hotel
 - Inspiring Futures in Hospitality with Premier Inn and
 - Utilities in Action with Northern Gasworks.

Working in partnership with Igen and over 370 employers, the EBP is in its third year of delivery of the 'Set for Success' programme for 16/17 year olds as part of the Devolved Youth Contract. 'Set for Success' comprises 6 elements: 6 employability sessions; business visits and the Inspiring Futures events to help young people find out about the workplace through speaking to staff; group assessments; mock interviews; work placements matched to aspiration areas and the support of a business or peer mentor. This work has been recognised at international level through a Global Award for work on youth employment.