

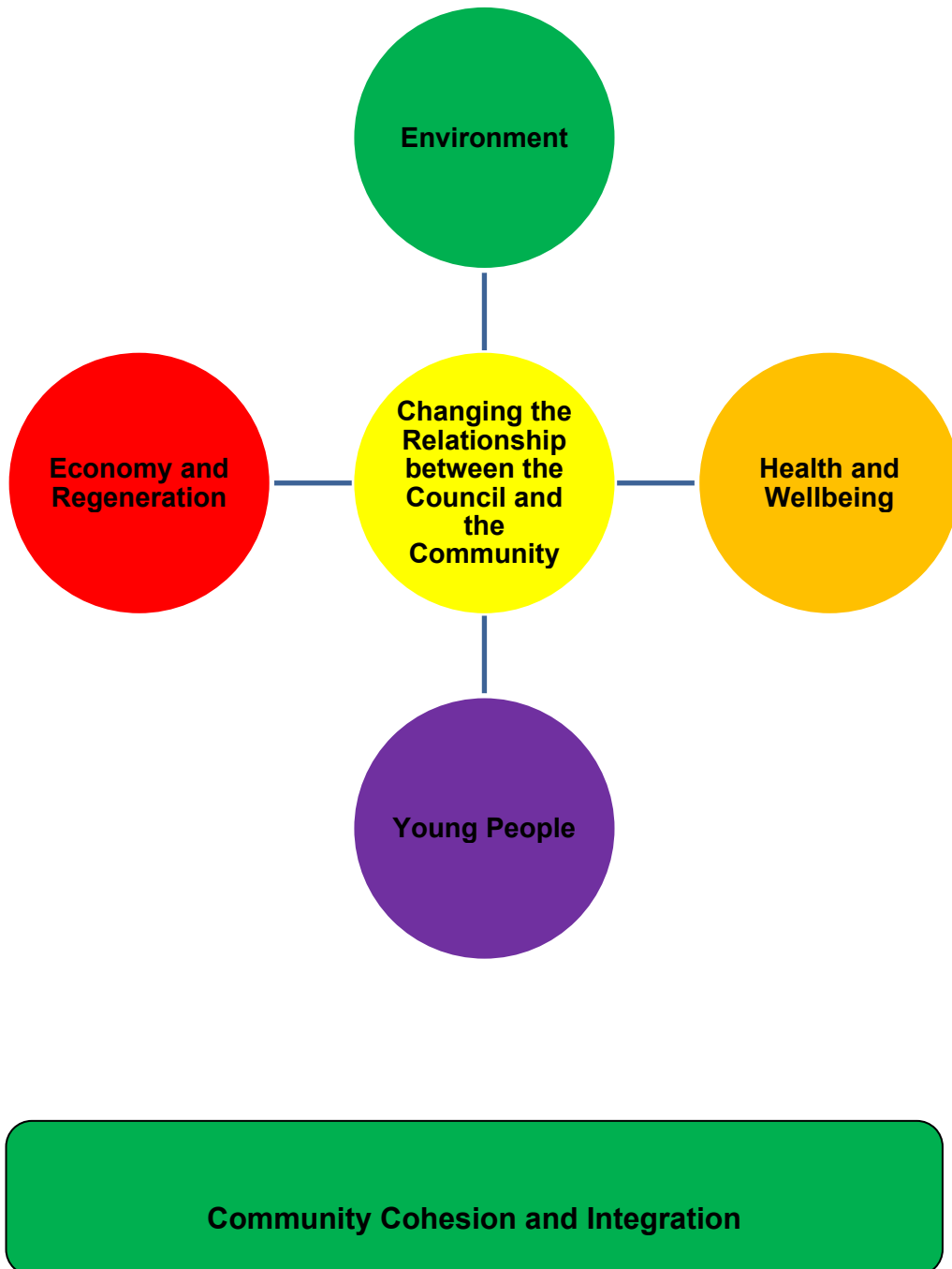
Agenda Item: 5

**NORTH EAST AREA COUNCIL
Project Performance Report**

September 2016

Introduction

The North East Area Council Priorities



North East Area Council

The table below shows the Providers that have now been appointed to deliver a series of services that address these priorities, and deliver the outcomes and social value objectives for the North East Area Council. It can be noted that a number of projects are still in the development phase.

	Service	Provider	Contract Value/length	Contract start date
Environment	North East Environment Team – Cudworth and North East	Barnsley Community Build	£135,000 18 months	1 st September 2014
Environment	North East Environment Team – Monk Bretton and Royston	Barnsley Community Build	£135,000 18 months	1 st September 2014
Environment	Environmental Enforcement	Kingdom Security	£91,990 21 months	4 th August 2014
Environment	Environmental Enforcement	BMBC Enforcement and Community Safety	£18,883 21 months	4 th August 2014
Economy and Regeneration	Rapid Response Team	Barnsley Community Build	£24,000	1 st August 2015
Economy and Regeneration	Home Grown Apprentices	BMBC Parks Services	£98,000 Service Level Agreement	tbc
Economy and Regeneration	Private Sector Housing Management Officer	BMBC Enforcement and Community Safety	£35,000 Service Level Agreement+ £800 Safety Equipment	June 2016
Economy and Regeneration	Undergraduate Placement	Leeds University	£18,500	September 2016
Young People	Summer Holiday Internship 2015	C&K Careers	£45,000 20 months	9 th March 2015
Young People	Youth Development Grant	Local Community Groups and Organisations	£100,00 ongoing	3 rd October 2014

Young People	Dance and Theatre Performance	QDOS	£9,000	November 2015
Health and Wellbeing	Shopability	Barnsley Community Foundation	£7,824 6 months	1 st September 2015
Health and Wellbeing	Fit Reds	Barnsley FC	£19,655 18 months	1 st October 2015
Health and Wellbeing	Fit Me	PSS Health Trainers	£11,600 18 months	18 th September 2015
Changing the Relationship between the Council and the Community And Community Cohesion and Integration	Community Magazine	Corporate Communications	£6.000	December 2015
Changing the Relationship between the Council and the Community And Community Cohesion and Integration	Volunteer Celebration Event	North East Area Team	£3,000	tbc

Summary Performance Management Report for each Service

Apprenticeships and Employability Study Programme Focusing on the Environment.

Barnsley Community Build

The North East Area Council is asked to note that the Key Performance Indicators for the North East Environment Contract from June 2016 to September 2016 were as follows:

Number of jobs created	6
Number of apprentices through the scheme	2
Number of Volunteer Community Cohesion events attended	7
Percentage of local Area Council spend	100%

2016 / 2017 Activity Intervention Targets

1. Social Value Objectives - A Thriving and Vibrant Economy

	Q1 July – September 2016 Target	Q1 July – September 2016 Actual
Number of full time jobs created and recruited to.	6	6
Number of local Apprentices starts created, and supported.	3	4
Number of local Apprentices gaining employment.	n/a	2
Number of short term work experience placements.	1	1
Number of opportunities created through Volunteering with the Teams on a daily basis.	1	
% local spend in the North East Area Council.	100%	100%

2. People achieving their potential

	Q1 July – September 2016 Target	Q1 July – September 2016 Actual
Number of people supported from disadvantaged backgrounds.	n/a	4
Number of people with a learning disability supported.	1	1
Number of people who are not in Education, Employment or Training supported.	1	2
Number of Qualifications realised	n/a	2
Number of Volunteering Opportunities created through supporting Social Action projects.	6	7
Number of Volunteer opportunities supported.	n/a	17
Number of Volunteer opportunities facilitated.	n/a	

3. Strong and Resilient Communities

	Q1 July – September 2016 Target	Q1 July – September 2016 Actual
Increase the number of people engaged in Volunteering activities in the community.	n/a	20
Increase the number of people involved in local Governance.	n/a	

Number of local supply chains supported and percentage of local spend realised.	n/a	100%
Number of links made with local businesses	n/a	5
Number of compliments received	n/a	10
Number of complaints received.	n/a	2

4. Improve the local environment making the North East Area Council a more inviting place to live and work

	Q1 July – September 2016 Target	Q1 July – September 2016 Actual
Visual inspection of cleanliness – 4% indicator	1	1
Number of Hot Spot areas cleared	n/a	25
Responsive jobs to be completed in 1 – 3 calendar days	25%	75%
Number of black sacks collected	n/a	762
Number of tonnes of Green Waste removed	n/a	73 tonne bags



Apprentice Case Study Lewis Rowland

I was approached by Bryan Dempsey Moorlands College Centre Manager asking if I would consider a student from Greenacre College that had been recommended as an ideal candidate to become part of the Environmental Team. After a long discussion with Bryan and Tracey Brown (Greenacre) it was decided that we would invite Lewis along to an interview to see what he thought of the idea.

Tracey, Lewis and I met and we discussed the role of an apprentice in partnership with the Environmental Team. After the interview I explained that I would have to make an approach to the teams to see if they would be prepared to take Lewis on as an apprentice volunteer working in the community. Lewis who has learning difficulties would not be offered an apprenticeship under the normal entry criteria as he had little reading and writing skills and did not have any other examination results that would support his application.

Lewis turned up at Beechurst for his first day and it was decided that he would join the NEET team that serviced Monk Bretton and Royston Area. After his first week he settled into the role as apprentice to this team with ease. Things went along with ease for the first few months and Lewis was seen as a great asset to the team, he was willing to attend Galas and Proms which are normally held at weekend, but these were the events that he really enjoyed. Lewis was happy to be involved in all the events that took place within the community, attending planting days at Royston Park and the planting out at Monk Bretton War Memorial.

Lewis worked with the Team for many months until he left us in May having secured full time employment. Lewis is a testimony to both our Environmental team and the support that he received from his support worker at Greenacre College.



*Focus on
APPRENTICESHIPS*

*See where an apprenticeship
could take you...*

CASE STUDY**CARLTON MARSH NATURE RESERVE**

Earlier this year we were asked to support the Volunteers that look after Carlton Marsh Nature Reserve.

After a visit to the site it was decided that we would become involved with the clear up on a monthly basis after the initial clean up had been initiated.

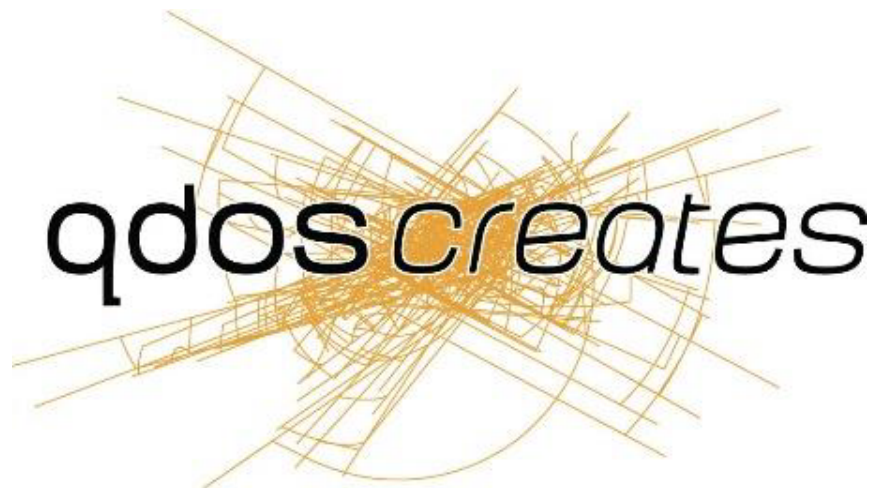
Ashley Corker and David Cairns members of the Rapid Response team who support both NEET teams attended the site and over a number of days cleared all the walk ways by strimming back the overhanging bushes and making it possible to access all of the Marsh areas by the designated footpaths.

Many Volunteering teams were involved in the first stages of the clearing up process and gradually over a number of days it became obvious that the Volunteers and our support team were making a difference to a beautiful forgotten nature spot. The picnic areas were cleared away and made good for people to be able to visit the reserve, the bird hide was cleaned up, and I understand from the people around that the hide is used to its full potential and bird watchers from all over visit the area and are able to sight a lot of birds that have been absent from this area for some time.

This is an ongoing project and with the help of the Volunteers the reserve is coming back to being a beautiful place for school visits, we must remember that some of our children only will access such areas through their education, I must admit that although I have driven past the opening to the reserve I was unaware of what lay behind the entrance.

The Rapid Response team now allot a day a month to help the volunteers of the reserve so that the pathways are kept cut back in a shapely manner. This project has brought so much joy and interest to the local area; let's hope that this continues for many years.





North East Area 'Swap' Evaluation

Swap: a dance theatre performance and participatory workshop for children that explores the benefits of leading a healthy lifestyle. Parents and carers are also invited to watch the performance and participate in the discussion and workshop. This package of work has been touring primary schools in North East area of Barnsley during the summer term of 2016.

The **Swap** performance has been created for children aged 7 to 11 years old to promote a healthy lifestyle. The performance combines an exciting collaboration of dance, theatre, singing and props to promote a holistic and healthy lifestyle and to highlight the importance of health and wellbeing.



North East Area 'Swap' Evaluation

Participation data – Summer term 2016

- Schools delivered to date: 6
- Numbers of pupils in performance: 875
- Numbers of pupils in workshop: 181



Evaluation from Teaching Staff and other Professionals

Do you think the 'Swap' performance communicated the importance of healthy lifestyles to the pupils?

- 'Yes, the pupils responded well to this active approach to learning about healthy lifestyle choices.'
- 'Yes, the key messages were definitely understood.'
- 'The performance was child friendly and was a good tool to communicate the message.'
- 'Definitely - very inspiring and stimulating.'

If yes, what key messages do you think have been understood

- 'What constitutes a healthy diet.'
- 'Their talking/listening skills.'
- 'How to live a healthy/balanced lifestyle.'
- 'The importance of a good diet and regular exercise.'

Which parts of the day do you think had the most impact?

- 'Both sections were equally important, due to the use of drama and the interaction available.'
- 'Active parts – acting out their own ideas, re-enforcing prior knowledge.'
- 'Healthy/Not healthy battle and clapping song. Body Promise.'
- 'The last dance moves requiring good memory and communication.'

Feedback

- 'A very enjoyable day in which all pupils were focussed and involved'
Mrs xxx, Assistant Head teacher/Y6 class teacher, Churchfield Primary School
- 'Fantastic Day'
Miss xxx, Year 6 Teacher, Summerfields Primary Academy
- 'Delivery was excellent, pitched at appropriate level. Very engaging workshop session' xx, Class Teacher, Ladywood Primary School
- 'Well Organised – children enjoyed all of the performance'
Teaching Assistant, Brierley C of E Primary School

Employability for Under 16s

Summer Holiday Internship

NORTH & NORTH EAST AREAS, SOUTH AREA

Quarter 2 Report, July - September 2016

Activity/intervention targets achieved

Area Council	North & North East	South	TOTAL
Target for students	90 (100%)	45 (100%)	135 (100%)
Total recruited	78 (86.6%)	25 (55.5%)	103 (76.2%)
Careers Interviews and Action Plans started in school	78 (86.6%)	25 (55.5%)	103 (76.2%)
Total in Workshops	63 (70%)	21 (46.6%)	84 (62.2%)
Total in Placements	64 (71.1%)	20 (44.4%)	84 (62.2%)

Workshop delivery

Area Council	North & North East	South	TOTAL
Students who started workshops	63 (100%)	21 (100%)	84 (100%)
CV updated	63 (100%)	18 (85.7%)	81 (96.4%)
Careers interventions and 5 year plan updated	60 (95.2%)	18 (85.7%)	78 (92.8%)

Students completed workshop	61 (96.8%)	20 (95.2%)	81 (96.4%)
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Work placement

Area Council	North & North East	South	TOTAL
Students who started work placement	64 (100%)	20 (100%)	84 (100%)
Students who completed work placement	60 (93.7%)	19 (95%)	79 (94%)

Activity against the milestones is detailed below.

Work with schools to advertise the opportunity to local young people and recruit to the project, ensuring targets are achieved.

The target was to identify 135 young people from up to seven schools who lived in the designated postal code areas. We aimed to recruit approximately 45 young people per area from the schools taking part: Darton College, Carlton Community College, Holy Trinity, Outwood Academy Shafton, Kirk Balk Academy and Netherwood AL. Horizon chose not to take part.

C&K Careers staff visited each school to explain the project and engage school representatives in supporting the programme. All schools were asked to identify and recruit those students who would most benefit from the programme, for example, those needing help with confidence building or motivation; students who were under achieving, those at risk of NEET, borderline 5 C's at GCSE, students interested in apprenticeships; those needing a work placement to test out a specific career aspiration. Differentiated marketing and information materials were provided for schools, students and parents to encourage participation in the programme.

Schools

Breakdown of applications by school

North / North East	Allocation / Target	Final number recruited
Carlton	25	18 (72%)
Darton	25	25 (100%)
Holy Trinity	15	17 (113.3%)
Shafton	25	18 (72%)
Total	90	78 (86.6%)

In addition to the work done with the schools, to further promote the opportunity to as many students as possible we promoted the programme via an article in the Barnsley Chronicle, Social Media (via Facebook and twitter) and by contacting organisations and professionals working with young people and families (following up leads provided by Area Council Managers) to raise awareness and post adverts on their websites.

Provide an induction opportunity prior to commencing the two week programme

All identified students were asked to fill in an application form and were then given an individual interview with a C&K Careers Adviser prior to the end of term. This consisted of checking their placement choices, completing an initial evaluation to see where they were in their career thinking, doing an evaluation using the Barnsley “I Know I Can” (IKIC) competencies and completing an individual career action plan. In some cases Careers Advisers had to go across to the school several additional times to catch students who missed their scheduled interview or joined the programme late.

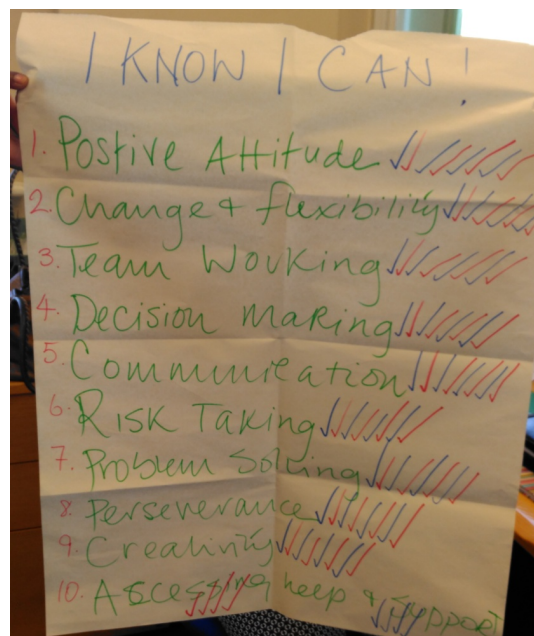
Deliver a training programme on employability skills and preparation for the work placement

Eight training workshops accommodating up to 17 students each were planned during the first fortnight of the summer holidays, with two morning groups and two afternoon groups running each week. In the final event we ran with seven groups. The sessions took place at The Core - a professional business environment - in order to give the students some real-life experience of a workplace. The Core, an excellent and accommodating venue, has been used for the programme for the last two years as it is easily accessible by public transport.

The five day training on employability skills and coaching was due to be attended by 102 young people (1 student withdrew early due to illness so was not allocated to a group). 83 students completed the training.

Workshop content and approach

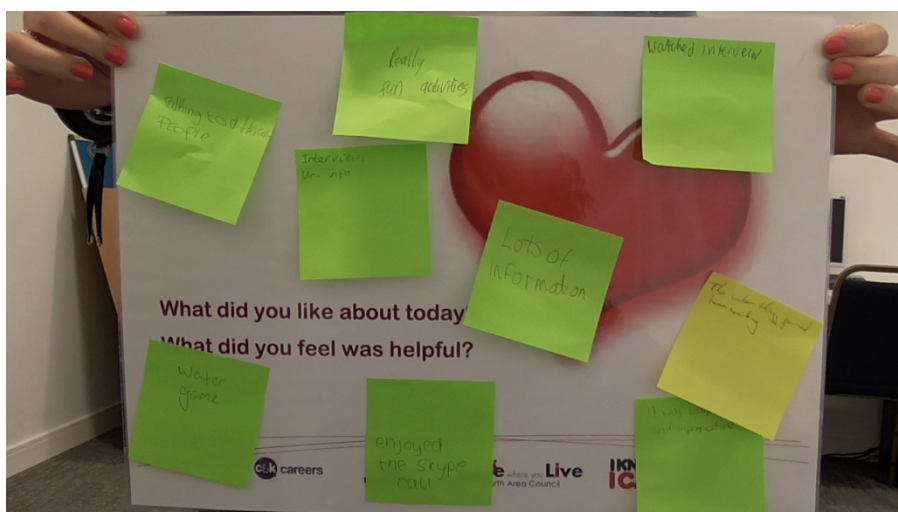
The Workshops were run on a flexible model that we based around the ten core competencies as set out by the Barnsley IKIC model, which aimed to prepare the young people for their one week internship.



The programme consisted of:

- Day 1 – Getting to know you, Buzz personality test
- Day 2 – CV production, telephone employer
- Day 3 – Interview skills, Post-16 options and video conference
- Day 4 – Activity Centre (full day)
- Day 5 – One to one guidance interview and five year plan.

A video conference Q&A session on Apprenticeships was added to the programme to allow students to experience a different and new approach that some employers are using for interviewing and selecting candidates.



Activities that students particularly enjoyed included

- Buzz Personality Test
- Making a CV
- Telephoning their employer
- Blindfold/Maze Game
- Video Conference
- Learning about Apprenticeships and Higher Education
- Interview skills and practice
- The Activity Centre day
- Knot Game Icebreaker
- Lost at Sea



During the training students completed video interviews – asking them what they hoped to gain from the experience and then checking on how they felt at the end of it. This has fed into the evaluation and can be used to promote the programme should it run again.

Risk and resilience - Outdoor Activity Centre

For the 2016 programme we added an innovative element to our programme to enable to students to step outside their comfort zone and build resilience through risk taking (one of the IKIC competencies). This was a response to our 2015 evaluation where we found that risk taking was the one IKIC competence that was hard to deliver in a classroom environment. The students spent a full day at the Underbank Activity Centre near Stocksbridge, taking part in team building activities such as raft building, and challenge orienteering.

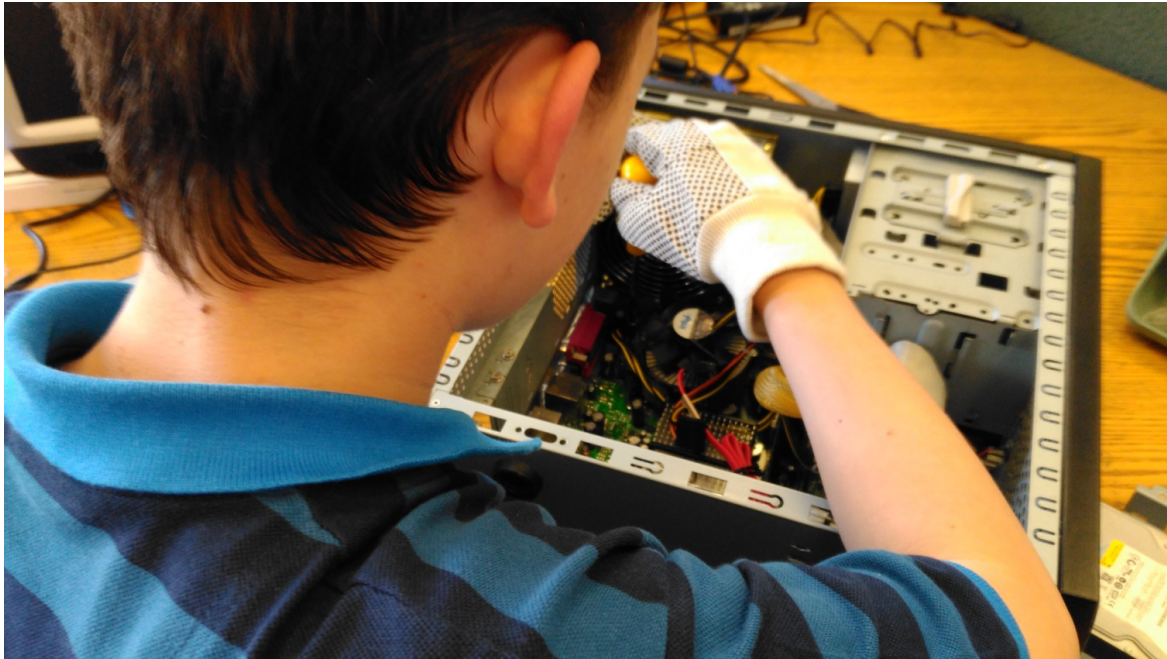


Sourcing placements from employers taking into account the needs and aspirations of each young person. Employers contacted had good previous experience of the summer internships and were happy to be involved again this year. Large organisations including Barnsley MBC, Barnsley Football Club, Morrisons and NPS were again able to offer placements throughout the summer for students

Engaging local business communities (Enterprising Barnsley and MYCCI).

We recruited some excellent new organisations to the programme. Thanks to our joint approach and links with Enterprising Barnsley we managed to get in touch with HR departments and set up new placements. Companies included Ardagh Glass who took 6 students on placement across different departments (Electrical, Engineering and Admin/HR) and Cranswick Convenience Foods who took 5 students (Accounts, Human Resources and Marketing).

Local businesses offered over 100 placements. All the placements were risk assessed by our NEBOSH qualified Employer Liaison Officers. Job descriptions were written and provided to the employers, students, their parents, carers and schools.



Employer comments and feedback

Almost all employer feedback received has been positive, with employers commenting on the attitude, interest, behavior, capabilities of the students. So far, 2 students have been offered part time employment as a result of the internship, another student has significantly increased his chances of an apprenticeship with the company he was placed with, and almost all students receiving an excellent reference for their CV.

Employer's comments included:

I would like to tell you that Ben who was on work experience with us last week made an excellent impression with the people he came into contact with. I have heard nothing but praise for him; he wanted to learn and ask questions and also had a go at welding etc. under supervision. He applied himself very well and made the week enjoyable for himself. He could be worth keeping an eye on if opportunities come up in mechanical roles in future.

Ardagh Glass

Excellent attitude and clear genuine interest in the work we do. Fantastic communication skills, very bright young person who will do well as long as she continues as she is. Nicole explained to me some of the tasks undertaken in the pre-work placement which have enabled her to attend with an open mind and great approach.

Howard & Co Solicitors

Great student with little need for continued direction as he is quick to learn, and very likeable. Very impressed and would like to offer Tye a part time job

Cannon Hall

Develop a Five Year Plan for each young person that will help them to secure employment in the future

All young people had a one to one interview with a Careers Adviser during the summer term and then again during the workshop week. The Five Year Plan was completed and given to the young people. A Careers Adviser will continue to keep in touch with them throughout Year 11 so be able to update it as required

Improved Confidence & Self Esteem

With the permission of the young person and their parent or carer, we filmed a proportion of young people at the beginning of their journey, and at the end of the Workshop week.

Their comments showed an increase in confidence, self-awareness and self-esteem.

- I've learnt more about life in the past week than in school
- I've improved my team work skills – I have always avoided it because I didn't like people, but the group has been sociable. It's been a good laugh.
- It's helped with my motivation. There were challenges in the orienteering but also in the other work.
- Some of the team building activities have helped me to be more confident and speak out.
- Now I know everybody, I can get along with everybody. I'm not scared to talk. I'm more confident. I'm talking more risks like speaking to people I've not met before.
- On the first day, getting on the bus I had palpitations I was so nervous. I am so glad I decided to come. I feel happy. I have achieved quite a lot – talking to strangers was a big thing for me and so was getting in the water on a raft!
- I now know what to do in my CV, in an interview and on the phone. My confidence has improved, my communication has improved. I'm persevering more as well. I just didn't like the water bit!

2016 outcomes so far:

- One student has been offered a Saturday job at a Care home
- One student was very impressive at Ardagh Glass and they said they would bear him in mind for an apprenticeship in mechanical engineering
- Berneslai Homes told all their students to keep an eye out for possible apprenticeships; most students said that the placement had confirmed their choice of doing an apprenticeship in construction/ electrical.

- One student has received a really positive employer reference that she will be able to use for future job hunting
- Cannon Hall has said they would like to offer their student a part-time job

Enable young people to take personal responsibility for their own career development and future employability

The entire focus of this programme has been on enabling the students to develop the skills and confidence to take responsibility for their futures. The informal feedback, together with reported moves towards further work/training collected during the programme indicates that this is happening.

- *I know how to be a good worker*
- *It has really helped doing CVs and interviews, and getting to know new people*
- *It has made me look forward to going to work. I would like a good job in the future*
- *It has widened my horizons*
- *I will probably work harder at school to get where I want to be*
- *Now I have this knowledge and experience I feel I can draw upon it and use it in the future. I am motivated to follow a career path in graphic design*
- *Before the internship I was undecided between social work and office work. Now I am focused on getting a business admin apprenticeship after Year 11*
- *I have realised how important education is. It was an eye opener to see what factory work is like.*
- *I have learned what I am capable of; realised the type of route I want to follow; learned I can get up and get to places; I have been tired but I have persevered*
- *I feel that I will keep on track so that I can achieve my goals – keep out of trouble and keep my head down*

C&K Careers will continue to support these students through the Barnsley Summer Internship programme until October 2017.

