

EMPLOYMENT AND SKILLS



SERVICE OFFER **FOR BUSINESSES**



North Tyneside Council

What we offer ...

**ENGAGEMENT
SKILLS
RECRUITMENT
APPRENTICESHIPS
TRAINING
EVENTS**

**North Tyneside Council's
Employment and Skills Service
working with key partners offers
FREE support and advice to
new and existing businesses in
the Borough to help them attract
local talent, grow and boost
productivity.**

Finding the right balance of appropriate skills to support the current and future needs of our businesses and the local economy is a key priority for our team. The latest population estimate for North Tyneside is 208,871 (128,563 working age).

The employment rate for North Tyneside (residents aged 16-64) was 76.9% for January 2020 - December 2020 (significantly higher than North East rate of 71.5% and higher than UK rate of 75.3%).

A SINGLE POINT OF CONTACT FOR SKILLS, RECRUITMENT AND LABOUR MARKET INTELLIGENCE

We provide a dedicated contact who will lead a partnership approach with Jobcentre Plus, TyneMet College and private training providers to maximise the support offer. We can organise specific 'Get Into' taster courses to help local people to prepare and apply for your vacancies whilst assisting with the promotion and advertisement of vacancies through our partnerships. This may include organising specific open days, jobs fairs and recruitment events.

We provide an impartial brokerage service to identify & secure funding to deliver training courses to potential & existing employees using existing Adult Education Budget, UK Shared Prosperity Fund, Apprenticeship & other funding sources.

“

We had support with job descriptions & advertising. Within weeks, there were over 200 applicants for screening. The team did matching to our specifications & scheduled 42 candidates for interviews. We couldn't be more thrilled with 71% securing job offers!

”



Skills and training

North Tyneside Council leads on the borough's Employment and Skills Strategy which brings together a range of partners to ensure that the needs of businesses and residents met.

The strategy has a number of key priorities to ensure young people, adults and businesses receive high quality careers, education and skills support. This has resulted in North Tyneside performing above the national average on a range of employment and skills measures.

Employers looking to attract new talent can benefit from an extensive range of training provision from high quality training providers. Courses and training packages cover basic employability skills, business administration, customer service, communication and ICT. A range of training providers offer specific vocational training to the financial and business services sector. Qualifications are designed to ensure potential or existing employees get the training they need to hit the ground running.

Courses can also help to target specific skills gaps facing workers moving to business from other sectors.

There is a range of Adult Education funding available and North Tyneside Council will work with you to identify the appropriate funding to meet your workforce development requirements. Funding includes:

- Adult Education Budget (AEB) – block grant for colleges & local authorities & service contracts for independent training providers
- 16-18 Study Programmes and Traineeships Apprenticeships – Levy and Non-Levy funding
- Employer funding of vocational learning
- Learner funded (including Adult Learning Loans)
- Additional funding, e.g. Big Lottery, UKSPF etc.



“ The quality of candidates coming through the training was amazing. I have been recruiting for stores for 17 years and never had the quality of candidates who have been so well prepared with such a willingness to learn. ”



Recruitment

We work in partnership with the management teams at our key business sites - Cobalt and Quorum Business Parks and Silverlink Shopping Park as well as businesses, recruitment agencies, JobCentre Plus and training providers. Together, we help match labour demand with supply for businesses.

We have developed a programme of recruitment events that happen across North Tyneside each year. Over the last four years this has included an annual jobs fair held on each business park, which has grown in size and reputation attracting over 28 businesses and 1300 jobseekers.

Companies have used the events to promote a wide range of roles from entry level roles to management opportunities.

We also work with individual companies to add value to their recruitment efforts, for example by helping to promote opportunities to residents, organising open days and running specific courses such as 'Get into' taster courses and Sector-based Work Academy Programmes (SWAP's). Find out more [here](#).



We can:

- Help to identify suitable candidates and ensure they have the correct ID, requirements and equipment for the role.
- Coordinate public sector support from key partners including Jobcentre Plus, specialist skills providers and organisations that have work-ready and skilled people looking for work.
- Provide access to specific skills and qualifications e.g. first aid at work, food hygiene.
- Provide access to data and contacts regarding recent redundancies in industries similar to skill set/workforce required.
- Provide networking opportunities sector briefings and events, allowing a more seamless transition into the local area.
- Provide access to employment /training programmes including SWAP's (Sector-based Work Academy Programmes) supporting local people who are seeking work.
- Arrange interviews and provide employer feedback to candidates on the employer's behalf .

“ The team provided great opportunities for us to engage in initiatives in our local communities to support our diverse workforce. ”



Apprenticeships

A priority for North Tyneside is the creation of apprentice opportunities for local residents. Businesses who employ apprentices can access support and financial assistance. Our training partners all offer bespoke support, which includes the co-design of apprenticeship training and recruitment and selection services that can assist with shortlisting, interviewing and initial assessment.

In addition, North Tyneside Council hosts a range of events and activities during National Apprenticeship Week including a 'Get Up and Go' apprenticeship fair enabling businesses to promote apprenticeship opportunities to over 750 young people who attend the event each year. The work of our partnership includes a range of joint activities and events aimed at promoting apprenticeships including business support events, jobs fairs (Cobalt and Quorum) and activities in schools involving local businesses to promote apprenticeships as a progression route for young people.

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Find out more locally [here](#) or search national providers [here](#).

Work with schools

We work with businesses to support our work in schools, We:

- plan activities and events so young people can see the relevance and links between their learning and the world of work
- help them gain knowledge of the career opportunities available.

With personal advisers in all of our schools, we can create bespoke opportunities for you.

“ Having apprentices in our business has been a great way to grow our talent, aid retention and increase our productivity. ”



The Good Work Pledge

Our priority is to make poor employment a thing of the past, and good work the norm.

The North of Tyne Good Work Pledge aims to make this happen, a scheme that costs zero to employers, but where the rewards can be priceless. Through this scheme the good can stand up and be counted, and others can get on the journey to making the necessary improvements.

What's in it for me?

As soon as your business has been awarded a level of the pledge, you'll be helping us build a 'community of good work', a community where shortly members will be able to access learning, networking opportunities and support in the pursuit of good work and sustainability.

We want you to reap the rewards of your commitment so, we will involve you in any opportunities for communications or media engagement that shouts about what we are doing and why.

As the Good Work Pledge grows, so will our community and our voice to enable real change, come with us on the journey to 'good work'.

More information can be found [here](#).

“The pledge reflects how we operate as a business and our culture - a visible marker of how we look after our staff & communities.”



Our Assets

- **Adult learning** – a range of providers including TyneMet College and North Tyneside Council’s Adult Learning Service have a key role to play in providing entry level employability and skills provision to progress residents to further learning, employment and apprenticeships.
- **Higher Education** – world-renowned Universities with 18,000 (almost 25%) of North East university students studying subjects related to financial, professional and business services
- **Employment support** - a range of employability projects, delivered by the Authority and its wider partners through the community and voluntary sector, prepare and support residents into employment. The North Tyneside Employability Partnership, chaired by the council, involves all deliverers of employability support in the borough to ensure coordination and maximising the outcomes of our projects and available funding
- **Apprentices** - we have a higher number of people in apprenticeships across the borough than the national and regional average.
- **Post-16** - we have a range of post-16 skills provision with the majority of young people choosing school-based sixth form, Newcastle College or TyneMet College.
- **Schools** - we have 77 schools, the vast majority of which are rated good or outstanding by Ofsted. We pay particular attention to performance on GCSE English and Maths in-line with CBI priorities.
- **Connexions service** - a team of advisers working in schools with around 2,500 young people annually to provide careers advice and support preparing our young people to be ready for the world of work and access the right progression routes. North Tyneside Council is held up as an exemplar in providing Careers Education, Information, Advice and Guidance (CE-IAG) with our retained Connexions service providing a universal offer to schools.

Talk it over

We hope that this gives you a flavour of the support from the Employment and Skills team at North Tyneside Council. However, every business is different and our offer is tailored to your specific needs. Talk to us about your challenges and we will explore how we can help you.

See more [here](#).

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