

## Newsletter January 2012



### National Apprenticeship Week

National Apprenticeship Week will be held between 6th and 10th February. To kick start apprenticeship awareness and funding available we are holding a breakfast meeting..

[More Details](#)

Apprenticeship Information for Learners

[More Details](#)

Apprenticeship Information for Employers

[More Details](#)

### S&D Training win award at the annual Equality North East Awards

S&D Training are pleased to announce that the company won an award at the annual Equality North East Awards which was held at the prestigious Gosforth Marriot Hotel.....

[More Details](#)

### 2011 Annual Awards Ceremony

Congratulations to this year's winners with an extra special well done going out the Lipinski Award winner;

[More Details](#)

### Construction & horticulture taster days

As part of our commitment to increasing the awareness of work based learning amongst the young people in the County, we have held various successful Foundation Learning

[More Details](#)

### Healthways and New contracts

With the Healthways programme successfully underway. Here's an insight into the programme...

[More Details](#)

And also an insight into our other new contracts

[More Details](#)

## Other Stories

### New appointments

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### Success stories

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### Role of honour

[More Details](#)

Find out what we've been up to!  
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# S&D Training

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## Business Breakfast Seminar – Friday 27th Jan 2012

### What's new for Apprenticeships ?

*Come along and find out about the latest financial incentives from Central and Local Government for Employers like you .*

**Guest Speaker : Helen Goodman MP Bishop Auckland**  
**Also featuring Durham County Council & Coalfields**  
**Regeneration Trust Apprenticeship Scheme.**

**Start time 08.00am with refreshments available on arrival**

S&D Training are holding a Business Breakfast Seminar for all North East employers of all sizes and sectors to provide employers with information about apprenticeships and the benefits of recruiting an apprentice or developing existing staff skills. There will be guest speakers who will cover financial support available from Regional and National Government. Employers will have a chance to speak with S&D Training's Business Development Advisors who will answer any questions and help make the process of finding the right apprentice quick and easy.

To reserve your place call :01388 771753 or email:  
Cynthia.Tipling@sdtraining-ltd.com

S&D Training, 1B Henson Close, South Church Enterprise Park, Bishop Auckland,  
Co Durham, DL14 6WA

## Speed Face to Face Meeting Event

S&D Training will also be attending the Speed Meeting Event to be held at South West Durham Training (Core Centre) in Newton Aycliffe on **Friday 10th February 2012** between **9.30am-11.30am.**

With all the recent changes in the organisation of the Local Authority and the introduction of the new One Point Service, the County Durham Learning Provider Network have arranged a speed meeting event for One Point Advisors and Local Authority members to meet with training providers in the area to gain a greater and more in depth understanding of what providers offer to post 16 clients to support transition and progression.

S&D Training hope to see you all there!



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## Apprenticeships- Information for learners

With National Apprenticeship week just around the corner, now is the perfect time to learn a little bit more about apprenticeships, how they work and the benefits of apprenticeships.



### What is an apprenticeship?

As employees, apprentices earn a wage and work alongside experienced staff to gain job-specific skills. Apprentices receive training to work towards nationally recognised qualifications on the work premises. S&D Training offer Apprenticeships which can take between one and two years to complete depending on the level of Apprenticeship (normally intermediate and advanced level), the apprentices' ability and the industry sector. The minimum salary is £95.00 per week £2.60 per hour; however, many apprentices earn significantly more. Apprentices normally work at least 30 hours per week.

### Who can apply for an apprenticeship?

Whether you are just leaving school, or are seeking to start a new career, anyone living in England, over 16 years-old and not in full-time education can apply. There may be different entry requirements depending on the Apprenticeship and the industry sector. However competition for places with employers can be fierce, so you will need to show that you are committed, and aware of your responsibilities to both yourself and the company who would employ you. You also need to be happy to work as both part of a team and individually, and be able to use your own initiative.

### Training

Apprenticeships are designed with the help of the employers in the industry, so they offer a structured programme that takes you through the skills you need to do a job well. There are targets and checks to make sure that your employer is supporting you and you are making progress.

As an employee you will be in employment for most of your time as most training takes place on the job. So all the things you study will be useful in your job and help you succeed in your future career.

**S&D Training offer apprenticeships in Construction, Horticulture, Customer Service and Business and Administration and have various open vacancies awaiting people like you!**

**If you would like further information , please give us a call on 01388771740 and ask for Cynthia Tippling or Carol Cooper who will be more than happy to help.**

Further information can be found on the National Apprenticeship Website by clicking on the following link: <http://www.apprenticeships.org.uk/>



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## Apprenticeships- Information for Employers

With National Apprenticeship week just around the corner, now is the perfect time to learn a little bit more about apprenticeships, how they work and the benefits of Apprenticeships to businesses like you!



### What are apprenticeships?

They are work-based training programmes designed around the needs of employers, which lead to national recognised qualifications. You can use Apprenticeships to train both new and existing employees. **Funding is available to train apprentices.**

### Facts in numbers

- Over 80% of those employers who employ apprentices agree they make their workplace more productive.
- 81% of consumers favour using a company which takes on apprentices.
- The National Minimum Wage for apprentices is £95 per week or £2.60 per hour. Many employers prefer to pay more.
- Employers who take on a 16-24 year old apprentice only pay their salary. The Government will fund part/all of their training.
- There are more than 200 different types of Apprenticeships available offering over 1,200 job roles.
- 92% of employers who employ apprentices believe that Apprenticeships lead to a more motivated and satisfied workforce.
- 83% of employers who employ apprentices rely on their Apprenticeships programme to provide the skilled workers that they need for the future.

### What does an apprenticeship entail?

As Apprenticeships are work-based training programmes, most of the training is 'on the job' – at your premises. The rest can be provided by S&D Training.

As the employer you must give your apprentices an induction into their role and provide on-the-job training. You are also responsible for paying your apprentices' wages.

Employment must be for at least 30 hours per week.

### How can S&D Training help?

As the learning provider, S&D Training will provide a representative who will be able to support and guide you. They will work with you to:

- help you decide which Apprenticeship is right for your company;
- explain the way that Apprenticeships might work for you and if funding is available;
- agree a job description for your apprentice
- Supply a free recruitment service to help find the perfect candidate or support your existing staff into Apprenticeships;
- Agree a tailored training plan, manage the training and evaluation; and ensure that national quality standards are met and deliver integrated, coherent training.

**S&D Training offer apprenticeships in Construction, Horticulture, Business and Administration, and Customer Service. If you would like to recruit an apprentice or have an existing employee who would like to complete an apprenticeship, please contact our Business Development Advisors, Carol and Cynthia on 01388771740.**

Further information can be found on the National Apprenticeship Website by clicking on the following link: <http://www.apprenticeships.org.uk/>

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## Healthways

**HEALTHWAYS-** Helping people to get closer to employment. Being out of work could be detrimental to your health – Healthways could improve your well-being.

**HEALTHWAYS** is a new programme that we've developed aimed at unemployed people who need support to overcome or manage stress, anxiety or depression and to help them enter employment or further training. Learners are on programme for 8 weeks, two days a week and work towards the City & Guilds Certificate or Award in Employability and Personal Development. The programme includes the Goals motivational programme, support with life skills, confidence building, career planning, jobsearch, job applications and interviews.

Gary Thompson, a former learner on the programme said *"I really enjoyed the course, I wish that there was a higher level to go to. It was a good experience"*.

Gary was full of praise for the staff, how they created the programme from scratch, the support and encouragement received from the tutors. *"We did mock interviews, completing application forms and preparing for interview. The healthy lifestyles part of the programme was very interesting."*

The course runs every four weeks and referrals to the programme are through Jobcentre Plus, with an initial interview with one of our staff to determine suitability. Financial support is provided by Focus Training and Development, New College Durham, Bishop Auckland College and NETA.

**If you would like further information on how to enrol on the course, please contact your Jobcentre Plus advisor or contact Bob on 01388771740.**

Michelle Copeland was on the first intake of this programme in September. She gained the Level 1 Certificate in Employability and Personal Development and now works as a volunteer helping with the delivery of Healthways. Michelle says *"The course was absolutely brilliant, gave me so much motivation, I can't really put into words what it has done for me. When I first came I didn't have a clue what I wanted to do, the course has helped me decide what I want to do for the next twenty years. The girls are absolutely brilliant, the course is invaluable and really helpful"*

Leigh Baynham was on the course for four weeks before leaving to take up work at Asda in Bishop Auckland. Leigh achieved the Level 1 Award in Employability and Personal Development. *"The course was very positive and useful, I learnt lots of things."*



Pictured are Leigh Baynham and Gary Thompson completing the research a celebrity task about Katie Price in which they learnt some interesting facts and presented their findings to the group.

A huge well done also goes to Pam Rodgers who also successfully achieved the L1 Award in Employability and Personal Development and went on to secure employment at Premier Care in Bishop Auckland. Pam says *"I feel much more confident having attended the course. The tutors have been very supportive and have helped me find direction in my life again"*.

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## New Contracts

### Gateway 18

Gateway 18 is a new programme which started in December. This is a four-week programme aimed at clients who are 18 and are unemployed and in receipt of Jobseekers Allowance. Gateway 18 is a course designed to help young people learn new skills, gain qualifications, develop life skills and ultimately reach their goals and find employment or further education. Clients will work towards the 7546 Level 1 Award in Employability and Personal Development. The programme is designed to tie in with our existing Foundation Learning and Apprenticeship provisions.



### Gateway 19

This is similar to the Gateway 18 and is aimed at clients aged 19 and over who are unemployed and in receipt of Jobseekers Allowance. Gateway 19 is a four-week course designed to help clients learn new skills, gain qualifications, develop life skills and ultimately reach their goals in finding employment or further education. Participants will work towards the 7546 Level 1 Award in Employability and Personal Development. The course is designed to give jobsearch and employability training, to help clients identify their job goals and help them into work or further education.



### Network for Jobs 50+

This is a new programme funded by Durham County Council and is aimed at unemployed people over 50 and in receipt of Jobseekers Allowance. This is an 8-week course designed to address the specific needs and barriers faced by this client group. Participants will receive guidance and support in overcoming personal barriers, building confidence and will work towards a recognised qualification, enhancing employability skills. There will be opportunities to enhance experience and to train as a volunteer.



**If you are interested in any of the courses or would like further information, please contact your Jobcentre Plus advisor or contact Bob on 01388771740.**

*Comments from a previous Gateway 18 client "It's easy to say I was rather miserable on job seekers allowance. The lack of money and jobs available was getting me down, and I was desperate to start doing something productive again, as I had recently finished college. The Job Centre asked me if I would like to attend a program at S&D training for 4 weeks, 2 days a week, where I could brush up on my interview and CV techniques. I saw this as a great opportunity to get me out of the house, back doing something productive and give me a better chance at getting a job in these difficult times. I found the program helpful, and I felt a lot more confident"*



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## Annual Equality North East Awards

S&D Training are pleased to announce that the company won an award at the annual North East Equality Awards which was held at the prestigious Gosforth Marriot Hotel which saw workers across the region celebrate good equality practice. Equality North East chief executive Liz Reay said “ Once again we had a record breaking number of applications and the standard is getting higher every year”.

“Despite cuts and economic uncertainty employers are still seeing the benefits of good equality practice and are going to impressive lengths to embed fairness into their organisations”.

S&D Training were nominated to receive the award in the Learning Providers of up to 50 staff category. S&D Training beat of stiff competition from other training providers in the North East.

The judges felt that S&D Training go over and above in the support they give their staff which in turn helps them deliver an excellent service to some of the most deprived wards in County Durham.

The equality practices put in place by S&D Training ensure that everyone is treated fairly and equally. They have been successful in highlighting learning and development areas with their clientele in the quest to prepare them for the workplace and have encouraged their own team to have respect for each other as well as the learners.

One area of expertise highlighted was how S&D Training went about safeguarding in the working environment helping all to feel safe to carry out their duties whilst always aiding development. The impact on the business has been positive in that they have an inclusive approach in everything they do.

A very big well done to everyone at S&D Training!!

Our Foundation Learning tutor Louise Pybus was also nominated in the Individuals who have made a difference category. Although Louise did not win the award, the judges commented that it had been particularly hard to pick a winner this year due to the high calibre of clients. Well done Lou!!



From left to right: Michelle Anderson, Helen Collingwood, Toni Stratton, George Blakey, Louise Pybus, Presenter, Trudy Murphy, Jill Waldoock, Elaine Manuel, Helen Stephenson

## Annual Awards Ceremony 2011

S&D Training's annual award ceremony was recently held at our premises here at South Church. A thoroughly enjoyable afternoon was enjoyed by all with a delicious buffet.

Congratulations to the winners with an extra special well done going out to the Lipinski Award Winner; Helen Davison!

Thank you to everyone who contributed to the organising of the event and a Thank you also to all of you who came along to the ceremony, your support is much appreciated.

### 2011 Annual Awards Ceremony

14-16 Learner of the Year Award Winner  
Joe Rowland

14-16 Learner of the Year Award Runner-up  
Michael Bennett

Foundation Learning Learner of the Year Award Winner  
Kirsty Cox

Foundation Learning Learner of the Year Award Runner-up  
Steven Goldsborough

Apprenticeship Learner of the Year Award Winner  
Dale Myers

Apprenticeship Learner of the Year Award Runner-up  
Rhiannon Sanderson

25+ Adult of the Year– Employability Programmes Award Winner  
Louise Pybus

25+ Adult of the Year– Employability Programmes Award Runner-ups  
Joan Labron and Elizabeth Booth

Employer of the Year Award Winner  
Sunlight

Employer of the Year Award Runner-up  
Hayton and Lamb

The winner of the prestigious Lipinski Award for the Most Outstanding/Inspirational Individual of the Year  
Helen Davison

Tutor of the Year Award Winner  
Audrey McConnell

Tutor of the Year Award Runner-up  
Louise Pybus

Support Employee of the Year  
Andrew Peacock

Support Employee of the Year Runner-up  
Elaine Manuel

Well done to everyone who won and all those nominated!!

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## Foundation Learning Taster Days

As part of our commitment to increasing the awareness of work based learning amongst the young people in County Durham, we have held various successful Foundation Learning Taster days and plan to hold many more.

The sessions are planned as an opportunity for young people in the area to gain hands on experience in the areas of Horticulture and Construction.

### Monthly Taster Days

Our next monthly taster days will be held on Friday 27th January, 24th February, 23rd March and 20th April.

If you are interested in taking part, know someone who would like to take part or would like further information, please contact your One Point Advisor or telephone our main office on 01388771740 and ask Elaine Manuel.



### What is Foundation learning?

Foundation Learning offers a variety of courses for ages 16-18 that are individually tailored to your needs. We can offer you help and support to progress into apprenticeships, further training and employment.

Key areas that FL programmes cover are:

- Confidence and Skills for Life
- Employability Skills
- Work Experience
- Recognised Qualifications in various occupational areas

FL programmes include initial assessment and ongoing review to ensure that the student is heading in the right direction. Continuous mentoring, and information, advice and guidance is also an important part of the programme.

Start dates are flexible throughout the year with no formal entry requirements.



**Foundation Learning:  
Steps to apprenticeships and employment**  
For more info contact Elaine on 01388 771740

[www.sdtraining-ltd.com](http://www.sdtraining-ltd.com)

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## New Appointments

Over the last few months S&D Training has seen a lot of changes both in our contracts and our staff members. We have developed a lot of new contracts to meet the needs of client groups in our local area to help them gain a qualification and support them back into work.

### Business Development Advisors

S&D Training has recently recruited two new Business Development Advisors- Carol Cooper and Cynthia Tippling. They are responsible for increasing the number of young people aged 16-24 taking up Apprenticeships with local, regional and National employers across County Durham and North Yorkshire, as well as working alongside stakeholders promoting S&D Training and the services we can offer.

Prior to joining S&D Training, Cynthia moved from a long and successful career in Business to Business Sales and Marketing with Royal Mail to a new role in Education specialising in Post 16 teaching of Biology. Cynthia is enjoying her new post which is as challenging as her teaching experience but much more satisfying especially when she can help young people to be successfully appointed to new apprenticeships in roles that suit their individual interests and talents.

Carol has primarily worked for several training companies throughout her career, working as a Sales Consultant for 3 years before changing her job role to Enrolment Officer. Prior to this, Carol worked in a similar role to her current role covering Middleborough, Redcar and Stockton. Carol brings to the role a wealth of knowledge and experience and well established links with employers.

Carol feels she has been made to feel very welcome by all the staff at S&D Training and the local employers she has spoken to and knows that she only needs to ask if she needs help or information. Carol is looking forward to meeting new employers and stakeholders and enhancing existing relationships and developing new links.



Left: Carol Cooper and far right Cynthia Tippling

### ESF– Youth Transitional Worker



Emma has recently been recruited as an ESF– Youth Transitional Worker having previously worked with a similar client group.

Emma will be working alongside year 11 pupils from several local schools who have behavioural, social and/or emotional difficulties or are at risk of disengagement. Emma will supporting the pupils in their run up to leaving school and in the weeks after completing their final to help them into further education or training and employment.

Emma will supporting the pupils with various aspects such as investigating career choices, applying for places at college, looking for jobs, preparation for interviews, attending appointments etc. Our next newsletter in February will look at the ESF– Youth Transitional Project in more detail. Watch this space!

## Success Stories

### Sarah Hauxwell– Gateway 18

Sarah was referred to S&D Training to attend the Gateway 18 course by her Jobcentre Plus advisor. Sarah completed the course successfully gaining the Level 1 Award in Employability and Personal Development. Sarah suffered from several health problems and lacked confidence. Sarah impressed her tutor and was put forward for an apprenticeship vacancy.

Sarah has successfully gained an Intermediate Apprenticeship in Business and Administration at the British Israel World Federation– Bible College.

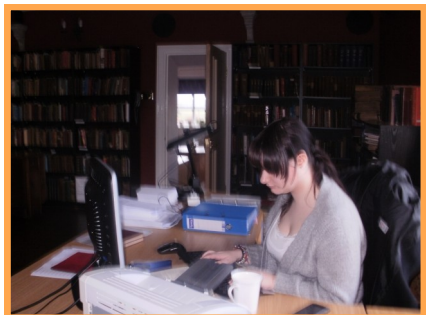
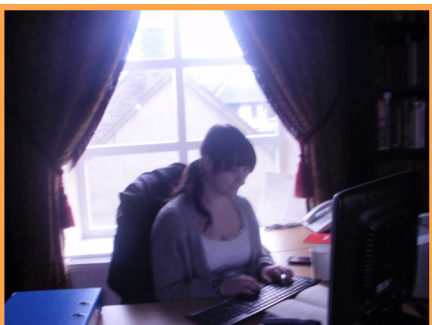
Sarah writes... “Before I started my apprenticeship, it’s easy to say I was rather miserable on job seekers. The lack of money and jobs available was getting me down, and I was desperate to start doing something productive again, as I had recently finished college.

The Jobcentre asked me if I would like to attend a program at S&D training for 4 weeks, 2 days a week, where I could brush up on my interview and CV techniques. I saw this as a great opportunity to get me out of the house, back doing something productive and give me a better chance at getting a job in these difficult times.

I found the program helpful, and I felt a lot more confident, which was when I was approached about doing a Business and Admin apprenticeship. At first I was unsure, as I didn’t know if I wanted to get back into studying, and working at the same time. However, S&D gave me lots of information on the apprenticeship and I had chance to visit the place I would be working at.

After all my worries were settled, thanks to the wonderful team at S&D, I decided, after all, an apprenticeship was for me. I think I made the right choice and I feel very happy that I am back doing something productive with my life as well as working towards another qualification which will help me find work in the future. I love my work place, the people here, and the jobs I am assigned. I find the work for the qualification interesting and find it is not a chore to complete!

To end, I seriously would recommend an apprenticeship to anyone who is in the same boat as me. S&D are extremely helpful and I am very grateful and happy with all of the support I have received so far.” **A very well done from all at S&D Training and thank you for sharing your experiences.**



Above– Two pictures of Sarah hard at work in the Bible College



## Role Of Honour

Well done to the following people who have achieved awards, qualifications or employment in the past 2 months.

### Qualifications: Youth

Name	Programme	Award / Achievement
Steven Goldsborough	FL	Functional Skills ICT
Gavin Taylor	FL	Functional Skills Maths
Ashley Patton	FL	Functional Skills English and E3 Award in Employability and Personal Development
Liam Robinson	FL	E3 Award in Employability and Personal Development
Carl Pearson	FL	E3 Award in Employability and Personal Development
Adam Wakeford	FL	E3 Award in Employability and Personal Development

### Qualifications: Healthways

Leigh Baynham	Healthways	L1 Award in Employability and Personal Development
Sarah Robson	Healthways	L1 Award in Employability and Personal Development
Pam Rodgers	Healthways	L1 Award in Employability and Personal Development
Jane Carr	Healthways	L1 Certificate in Employability and Personal Development
Mark Connor	Healthways	L1 Certificate in Employability and Personal Development
Michelle Copeland	Healthways	L1 Certificate in Employability and Personal Development
Laura Gaskarth	Healthways	L1 Certificate in Employability and Personal Development
Colin Laybourne	Healthways	L1 Certificate in Employability and Personal Development
Tracey Mitchell	Healthways	L1 Certificate in Employability and Personal Development
Jonathan Stuart	Healthways	L1 Certificate in Employability and Personal Development
Glyn Wensley	Healthways	L1 Certificate in Employability and Personal Development
Victoria Boyle	Healthways	L2 Certificate in Employability and Personal Development

**100% Attendance** – Colin Laybourne and Ray Keller (Healthways)