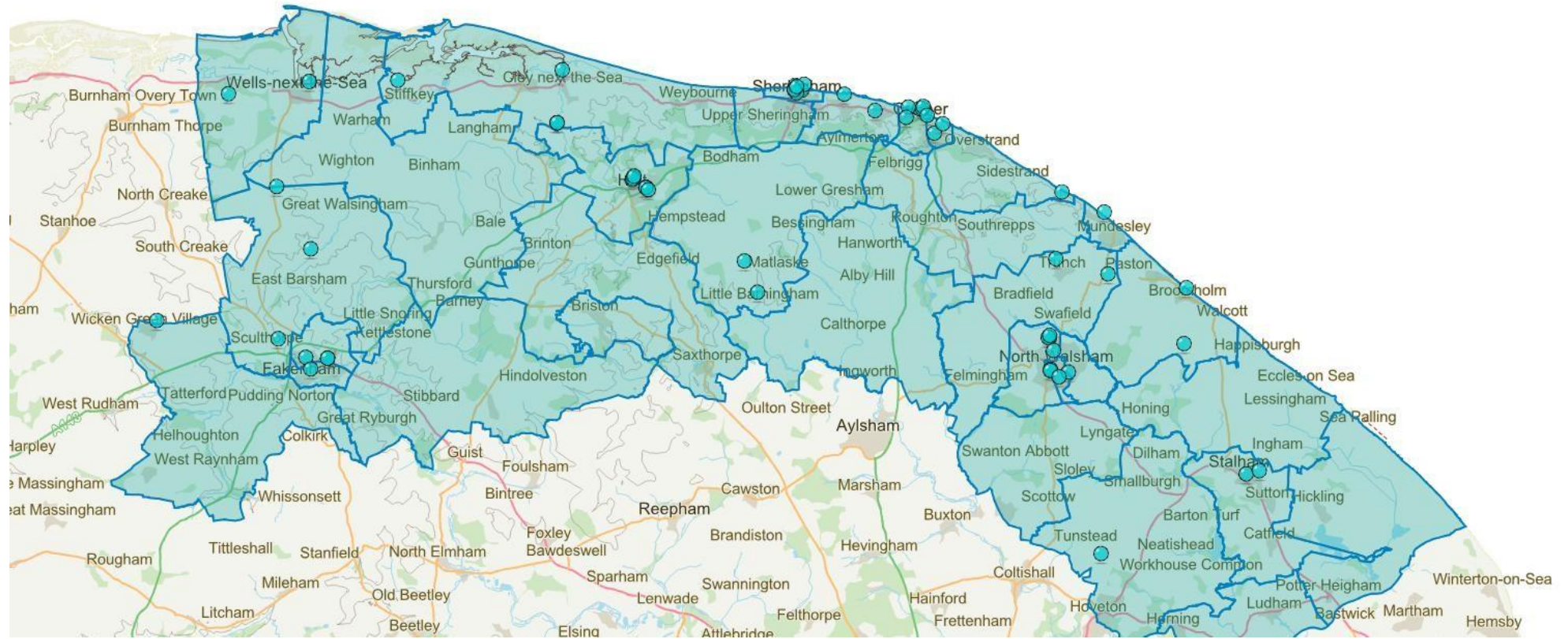


Appendix 6

Local Investment Priority	- Supporting People and Skills
Programme	- Future Skills Now
Delivery Partner	- Norfolk County Council
Timescale	- 1 year programme 2024/25
Funding	- £150, 000
Outcomes	- 83 skills audits complete £75,000 training grant pot (rising to £85,000 by end of project) supporting 64 training grants. In addition 79 referrals to training Boot Camps and 25 apprenticeship referrals.
Added value	- Dashboard data information, evolution of the North Norfolk Training and Skills Forum. Grant pot awarded at 75% intervention rate, leveraging in £27,318

Geographical Spread of delivery



Supported Businesses

Date of Skills Audit	Company	Postcode	Grant Applied for	Total cost of training	Match Fund
03/07/2024	TJR Electrical & Renewables Ltd	NR26 8EQ	2,295.00	3,060.00	765
04/07/2024	Samantha McDonald Cosmetic Clinic (SM Cosmetic Clinic)	NR26 8RF	1,196.25	1,595.00	398.75
04/07/2024	Beauty Hobo	NR26 8ON	579.6	722.8	143.2
10/07/2024	Mulberry Grove Beauty	NR28 0FH	1,250.00	3,500.00	1,550.00
11/07/2024	Healing Possibilities	NR28 9JD	877.75	1,169.00	291.25
15/07/2024	Fabulous Food Finds	NR27 9QP	703.5	938	234.5
18/07/2024	Sponge Foods	NR25 6DG	1212.2	1616.27	404.07
24/07/2024	Star Plain	NR25 6BD	1,404.00	1,872.00	468
24/07/2024	Gardening for Wildlife	NR11 7LG	1,012.50	1,350.00	337.5
26/07/2024	Beachside Massage Norfolk	NR12 0EY	487.5	650	162.5
31/07/2024	The Creative Desk	NR25 6HA	945	1,260.00	315
02/08/2024	Trebilco & Davies Ltd t/a John Davies Framing	NR21 8NW	300	400	100
06/08/2024	North Norfolk Community Transport	NR28 0AW	1,196.00	1,596.00	400
13/08/2024	Randalls Footcare	NR26 8LA	2,921.40	3,895.00	973.60
13/08/2024	About with Friends	NR27 9JW	2,500.00	5,050.00	2,550.00
16/08/2024	Michelle Mallett - Herons Peace Wellbeing	NR12 9QB	603.75	805	201.25
22/08/2024	Veronica Zappia (RejuVEE Beauty & Holisitc Retreat)	NR26 8RG	£899	£1,199	£300
22/08/2024	Sarah Jack Therapies	NR27 0AZ	658.5	878.00	219.5
27/08/2024	Charly Willis Fitness	NR28 9NS	875.25	1,167.00	291.75
27/08/2024	Miss Stella R Sheldon (Soul Space Unlimited)	NR28 0AP	£1,125	1,500.00	375
29/08/2024	Marnie Hardy	NR27 9PN	487.5	650	162.5
30/08/2024	Dreamstone Productions	NR28 0PU	487.5	650	162.5
04/09/2024	Cromer Trophies & Engraving Ltd	NR27 9HZ	£406.25	£650.00	£243.75
06/09/2024	The Gym Hut - Tara Hall	NR29 3FH	1099	1686	587
06/09/2024	Beth Phillips Natural Health	NR27 9HF	1,157.25	1,543.00	385.75
10/09/2024	Sauna Box Limited	NR26 8BJ	487.5	650	162.5
10/09/2024	AtoJ Plumbing	NR11 7AG	810	1,080.00	270
11/09/2024	Love at the Centre	NR23 1LR	1130.25	1,507.00	376.75
11/09/2024	Annette Young Holistic Therapist	NR27 0BH	£487.50	650	162.5
11/09/2024	KT Health Ltd	NR27 9HH	1,575.00	2,100.00	525
17/09/2024	Lydia Wild Coaching	NR27 9BA	487.5	650	162.5
17/09/2024	Coda Plastics Ltd	NR28 0AJ	4613.75	6630	1686.25
18/09/2024	The Little Tearooms Ltd (The Glaven Bistro)	NR25 7JP	390	650	260
19/09/2024	Weener Plastics Norwich Ltd	NR28 0TY	5,000.00	9,725.00	4,725.00
20/09/2024	Marian Stackwood Holistic Therapist	NR11 8HP	565.5	754	188.5
25/09/2024	CT Baker	NR25 6BW	4,875.00	6,500.00	1,625.00
25/09/2024	Bella Escapes t/a Cley Windmill	NR25 7RP	1,424.64	1,966.16	541.52
26/09/2024	Tracey Ross Art	NR22 6AQ	487.5	650	162.5
26/09/2024	Sanders Coaches Ltd	NR25 6EE	4,875.00	6,500.00	1,625.00
26/09/2024	Sandford Timber Buildings	NR21 8DB	406.25	650	243.75
27/09/2024	Fakenham Fairways	NR21 9SA	406.25	650	243.75
27/09/2024	Brigid Errington Therapy	NR23 1QF	487.5	650	162.5
27/09/2024	Claire Howard Jewellery	NR21 8DT	1031.25	1375	343.75
27/09/2024	Maxine Wadsworth (Vet Physio Norfolk)	NR28 0FP	487.5	650	162.5

27/09/2027	Silvermoon Designs, Karen Hall (Allen Hall Gallery)	NR25 7JP	487.5	650	162.5
25/09/024	Chloe White - Spirituality In Hand	NR28 9AE	749.25	999	249.75
22/10/2024	The Massage Hut	NR27 0DJ	540.75	721	180.25
19/11/2024	CY Copywriting t/a Welly	NR12 8QU	1012.5	1350	337.5
10/12/2024	English Peonies	NR28 0AD	712.5	950	237.5
19/07/2024	Osprey Foods	NR25 6DG	465	620	155
11/12/2024	The Feel Good Coach	NR11 8DH	1031.25	1375	343.75
			61,706.59	90,054.23	27317.64

Case Studies

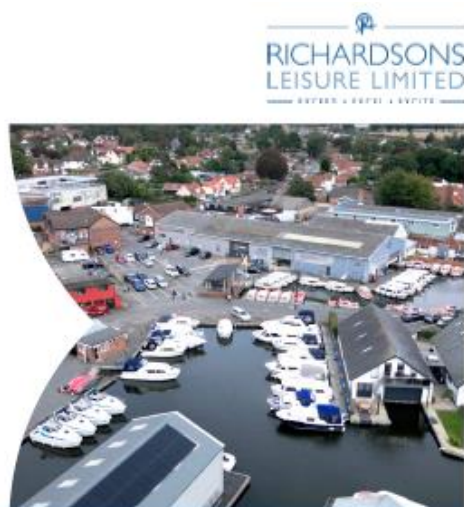
Richardson's Leisure

Investing in People

GRANT RECEIVED

Future Skills Now, Audit and Training Grant

Future Skills Now is part-funded by the UK Government through the UK Shared Prosperity Fund (UKSPF). It is supported by North Norfolk District Council and delivered in partnership with Norfolk County Council



Richardson's Leisure collaborated with North Norfolk District Council, taking advantage of the Future Skills Now audit and grant funding to support its ambitions. Recruitment and retention of staff is a key issue for many north Norfolk businesses and Richardson's Leisure is an exemplar case study of how this is being successfully delivered.

North Norfolk District Council, in partnership with the Future Skills Now programme, provided Richardson's Leisure with a comprehensive training and skills audit. The initiative helped the business identify areas for growth and deliver targeted training to upskill its team. Additionally, Richardson's Leisure supported personal development through courses such as Basic Carpentry and Joinery. This enabled general team members to explore their interest in carpentry and grow their skillset.

The project proved extremely valuable for the business, allowing it to develop the skills required to meet organisational goals and stay compliant with legal regulations. For example, the company introduced Sexual Harassment Training for Managers and Supervisors, Disability Awareness sessions and Mastering the Coach programs, all while reducing the financial burden typically associated with this type of training.

The training enabled the team to expand knowledge and create opportunities for personal development. This helped the business retain talented individuals, reduce the high costs of recruitment and foster a culture where team members feel supported and empowered to grow professionally and increase their earning potential.

"The most special thing about Norfolk is its people. We're a company that want to invest in our team members continually. The opportunities that North Norfolk District Council are providing us to grow as a business and grow in the community has been second to none."

Greg Munford, Chief Executive of Richardson's Leisure

Richardson's Leisure Ltd, The Staithe, Staithe, Norfolk, NR12 9BX

richardsonsholidays.com



FOR FURTHER DETAILS PLEASE SCAN THE QR CODE OR VISIT WWW.NORTH-NORFOLK.GOV.UK/RICHARDSONS-LEISURE

Sanders Coaches Limited



Investing in People

GRANT RECEIVED

Future Skills Now, Audit and Training Grant

Future Skills Now is part-funded by the UK Government through the UK Shared Prosperity Fund (UKSPF). It is supported by North Norfolk District Council and delivered in partnership with Norfolk County Council



Sanders Coaches Limited is a family-owned business, renowned for its bus operation across Norfolk and its community focus. They have been named 'Top Independent Operator' at the UK Bus Awards two years running.

Like many north Norfolk businesses, recruitment and retention of staff is a key issue for Sanders Coaches. Sanders collaborated with North Norfolk District Council, taking advantage of the Future Skills Now audit and grant funding to support their ambitions of 'growing their own' workforce.

North Norfolk District Council, in partnership with the Future Skills Now programme, provided Sanders with a comprehensive skills and training audit. Through the audit, it was recognised that the people who could help support their supervisory gaps were individuals who were already employed by the company. The free audit helped identify the right training partner, who in turn supported Sanders in the delivery of training to these individuals. The training provided helped the individuals to adapt to their changing role, equipping them with the skills they needed in their new supervisory position.

At Sanders all the staff are part of a family business. The business is keen to invest in their people and provide learning and training so they can progress. They want to hear from their staff about efficiency opportunities and better ways of operating. This in turn supports the retention of the existing staff, and acts as an incentive for others to join the company. They are seen not just as a cog in a larger wheel, but their skills, experience and voice are integral to the success of the business.

"North Norfolk District Council approached us with some funding through the Future Skills Now project, which allowed us to train some of our supervisory team into developing their skills to enhance their roles and jobs in north Norfolk."

Martin Sanders, Business Manager Sanders Coaches Ltd

Sanders Coaches Ltd, Hempstead Road, Holt, Norfolk, NR25 6EE

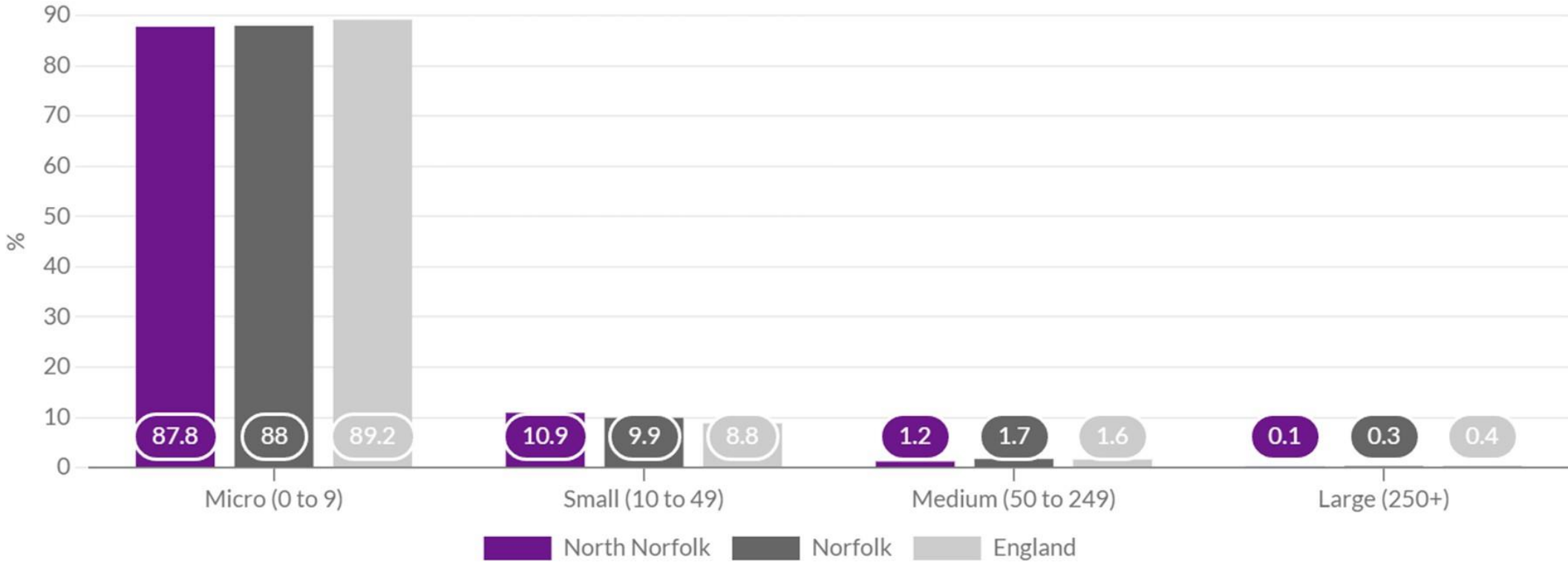
www.sanderscoaches.com



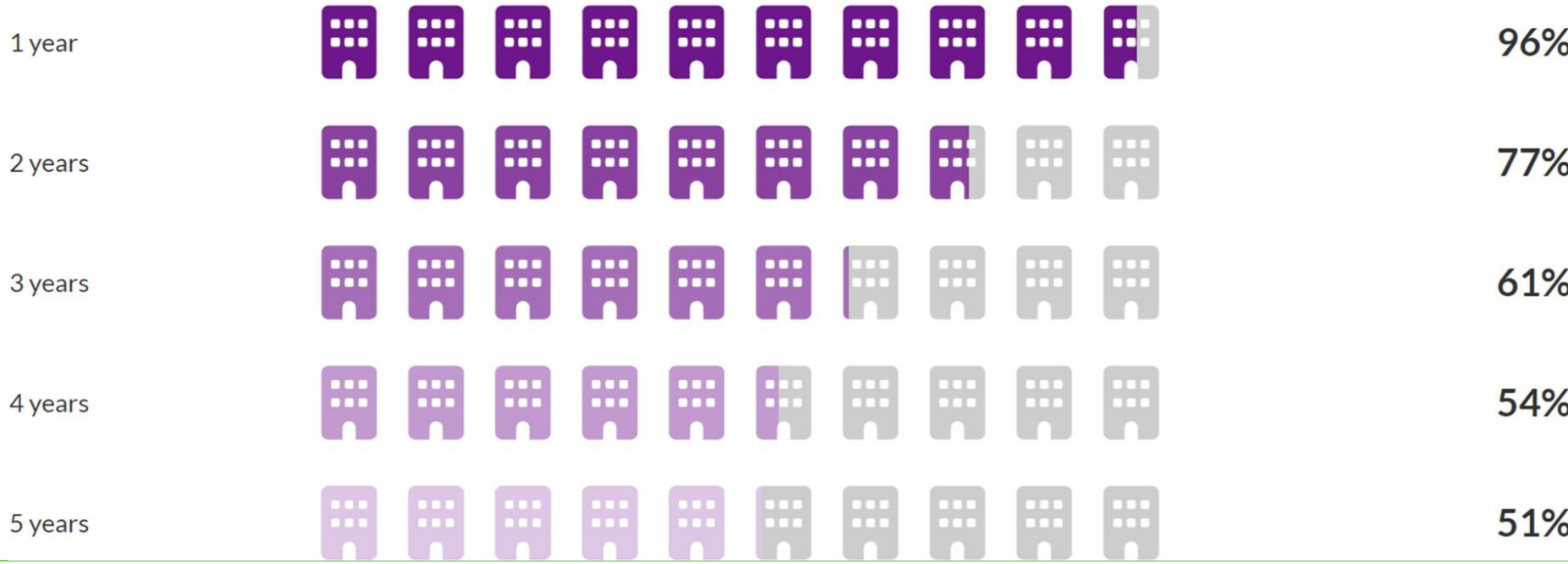
FOR FURTHER DETAILS PLEASE SCAN THE QR CODE OR VISIT WWW.NORTH-NORFOLK.GOV.UK/SANDERS-COACHES

North Norfolk – norfolkinsight.org.uk

Enterprises by employment size band (2023)

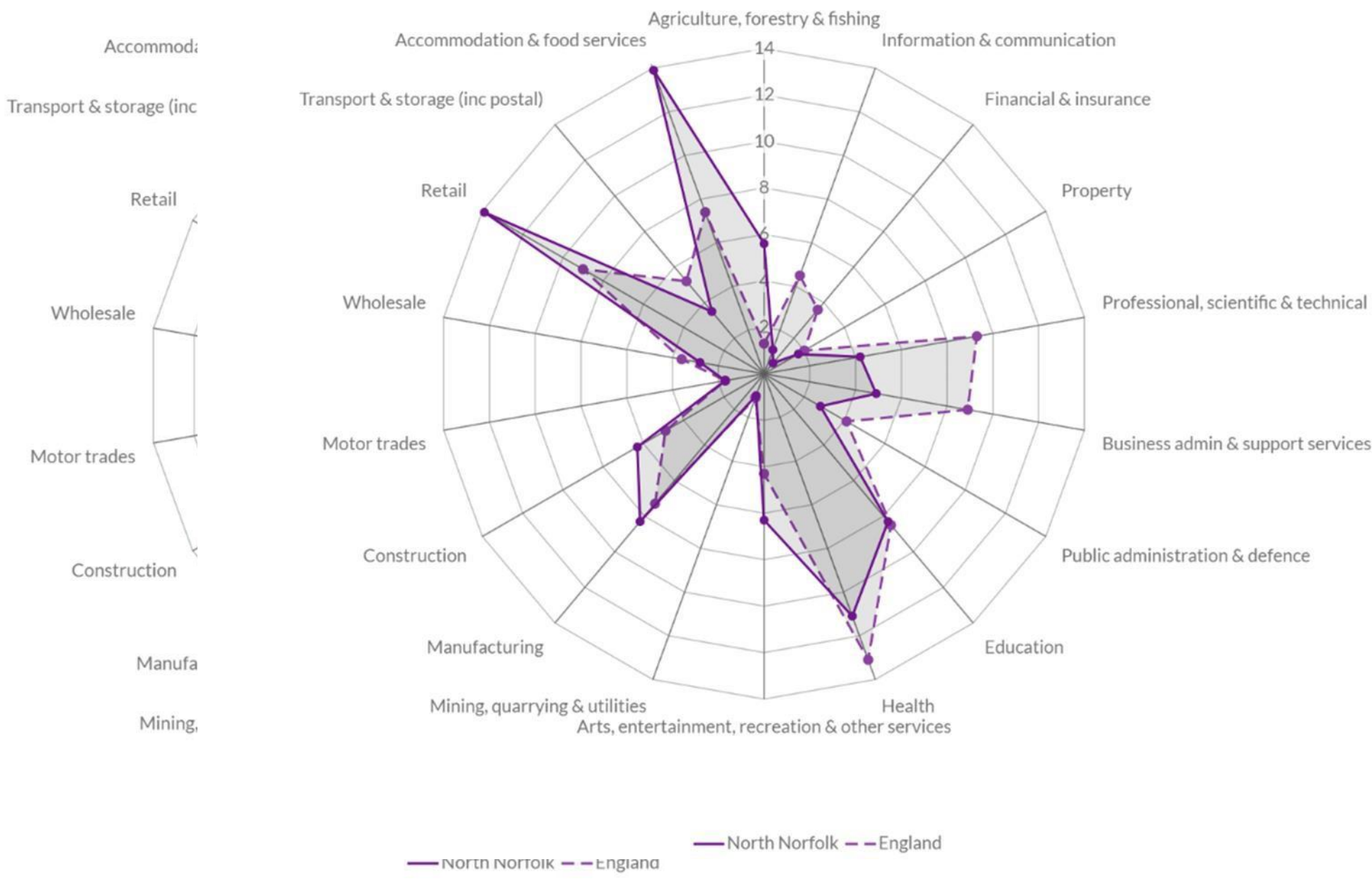


Business survival rate for North Norfolk (2021)



North Norfolk – norfolkinsight.org.uk

Percentage of enterprises by industry in North Norfolk (2021)



All Skills Audits and NNTG applications

76

Skills Audits

390.00

Minimum NNTG value

5.00K

Maximum NNTG value

1.57K

Average NNTG value

73.84K

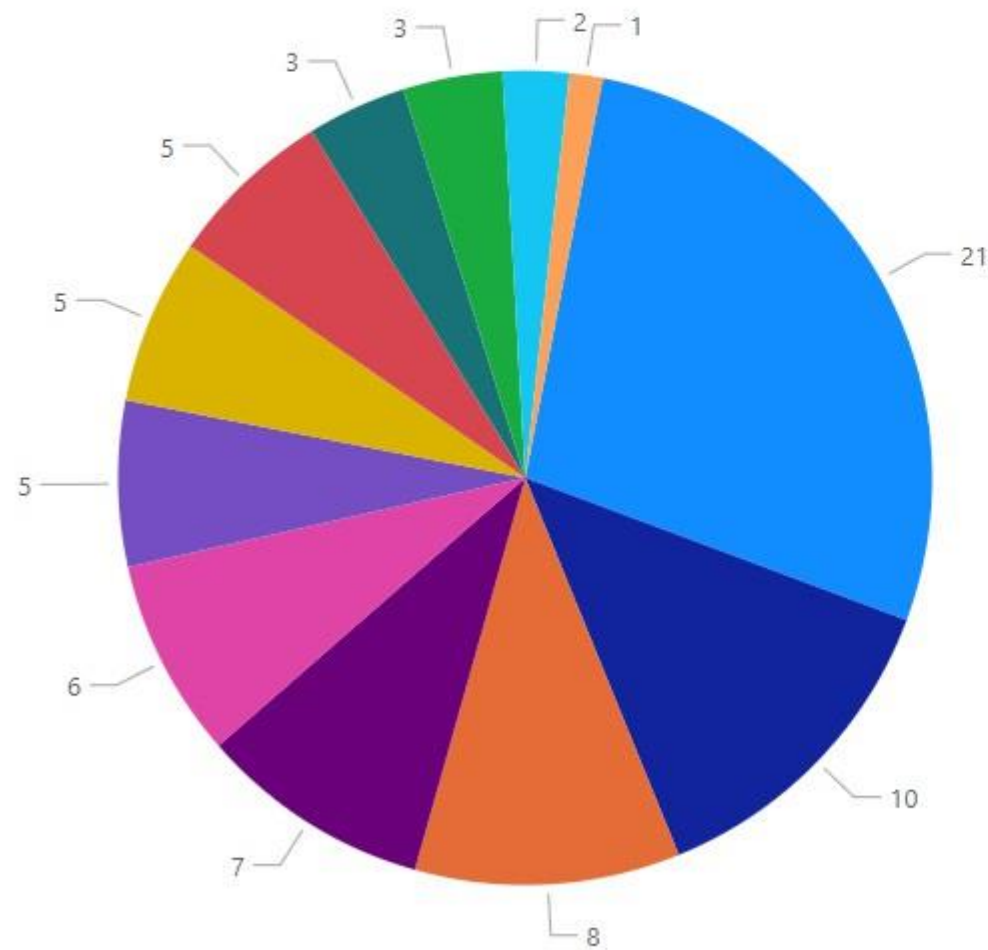
Total NNTG pledged

70

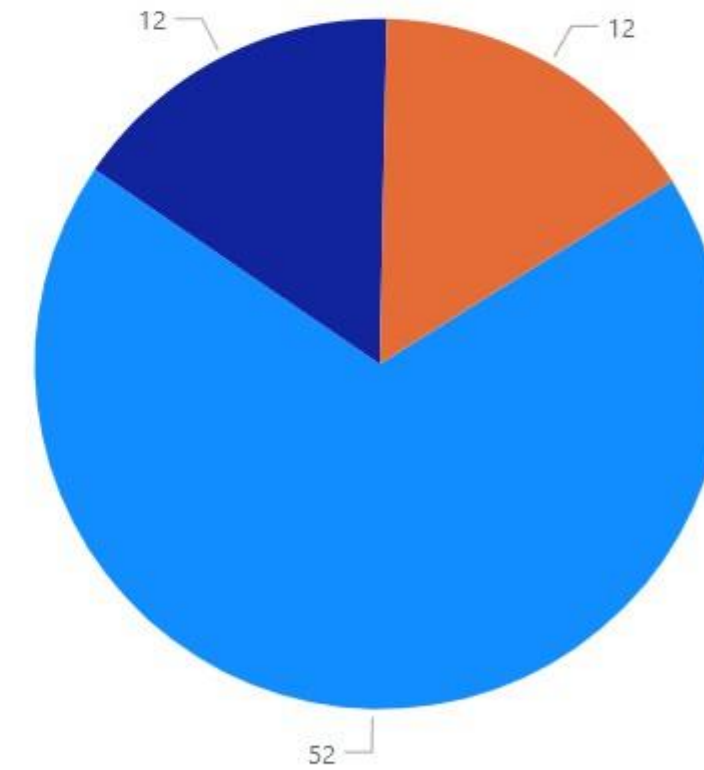
Skills Bootcamp Referral

52

Apprenticeships Norfolk Referral



- Health & Wellness
- Manufacturing & Engineering
- Administration services
- Retail
- Hospitality
- Creative Industries
- Hair & Beauty
- Tourism
- Charity
- Construction & Energy
- Horticulture & Agriculture
- Transport



- Micro
- Medium
- Small

Micro (less than 10 employees)

52

Skills Audits

390.00

Minimum NNTG value

2.30K

Maximum NNTG value

842.34

Average NNTG value

27.80K

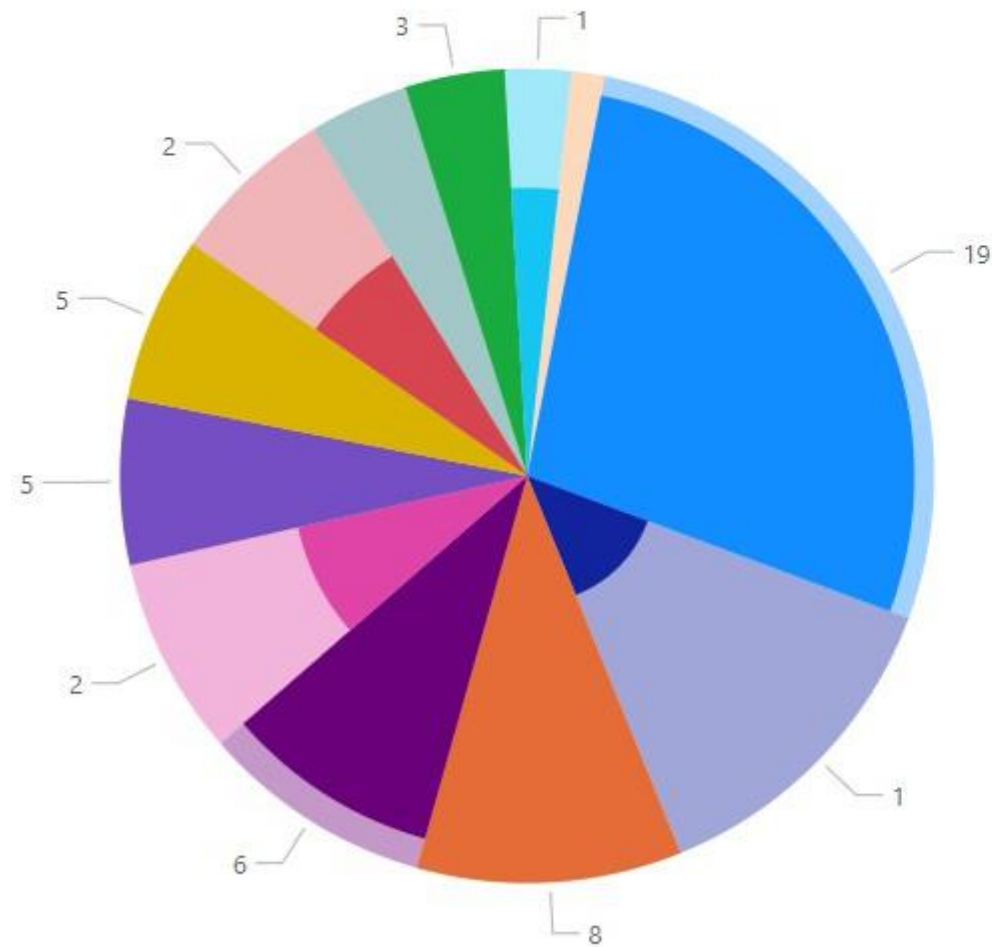
Total NNTG pledged

47

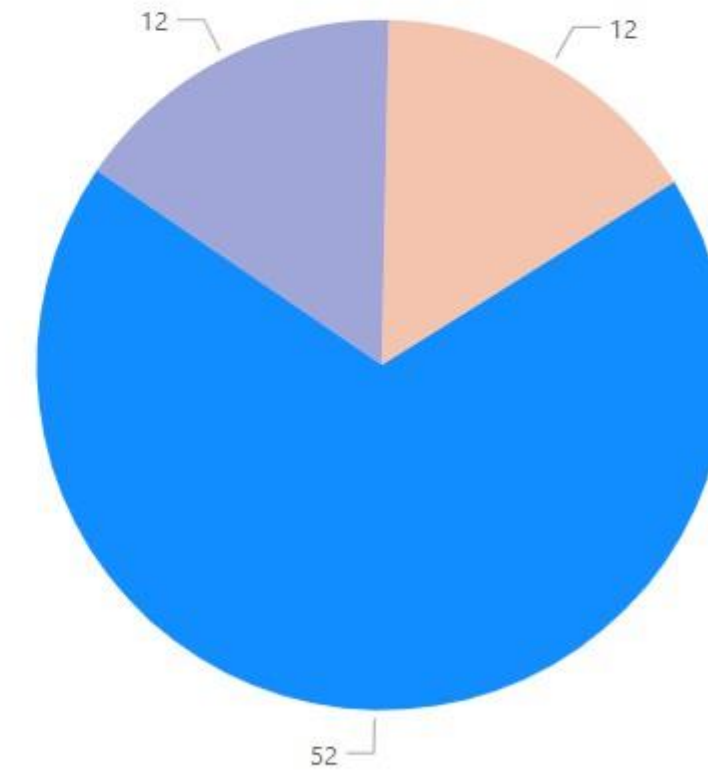
Skills Bootcamp Referral

39

Apprenticeships Norfolk Referral



- Health & Wellness
- Manufacturing & Engineering
- Administration services
- Retail
- Hospitality
- Creative Industries
- Hair & Beauty
- Tourism
- Charity
- Construction & Energy
- Horticulture & Agriculture
- Transport



- Micro
- Medium
- Small

Small (10 – 49 employees)

12

Skills Audits

1.20K

Minimum NNTG value

3.84K

Maximum NNTG value

2.32K

Average NNTG value

11.60K

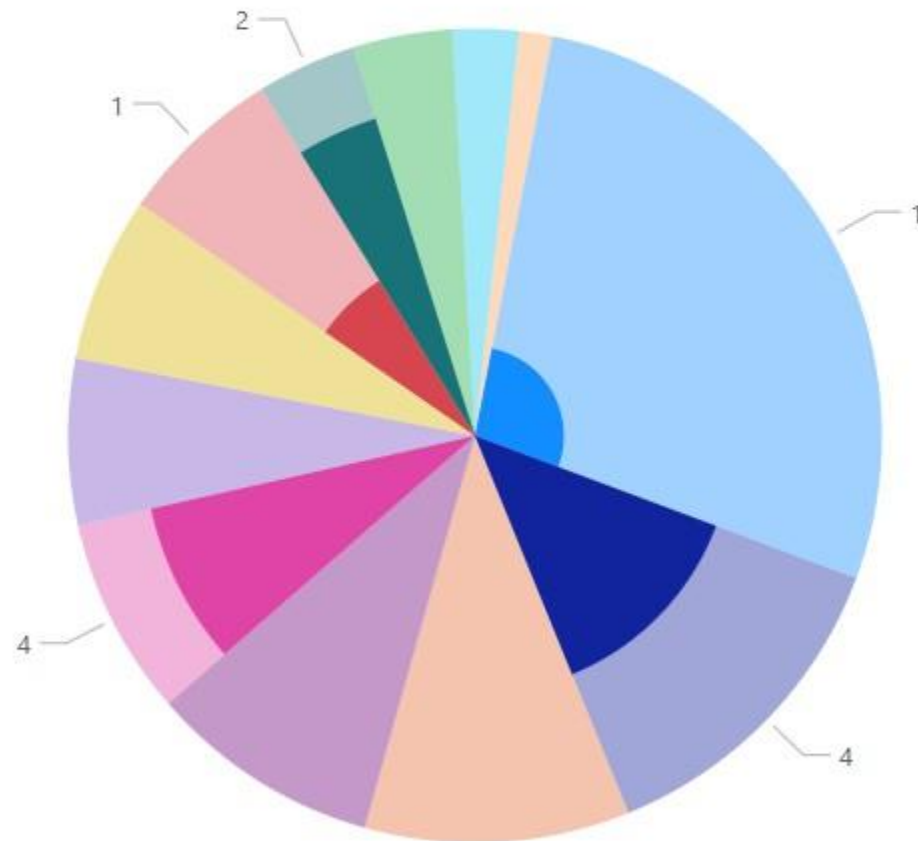
Total NNTG pledged

11

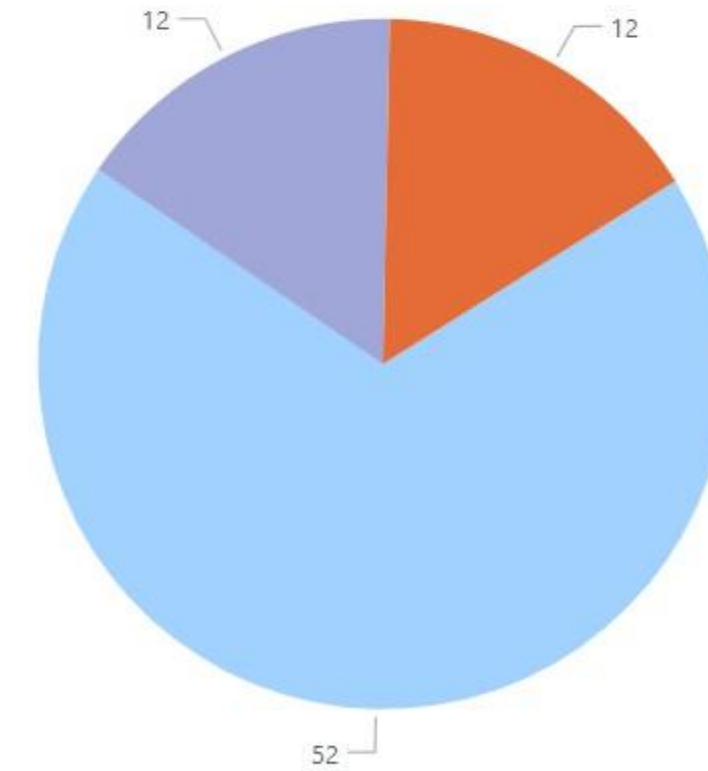
Skills Bootcamp Referral

4

Apprenticeships Norfolk Referral



- Health & Wellness
- Manufacturing & Engineering
- Administration services
- Retail
- Hospitality
- Creative Industries
- Hair & Beauty
- Tourism
- Charity
- Construction & Energy
- Horticulture & Agriculture
- Transport



- Micro
- Medium
- Small

Medium (50 – 249 employees)

12

Skills Audits

1.48K

Minimum NNTG value

5.00K

Maximum NNTG value

3.83K

Average NNTG value

34.45K

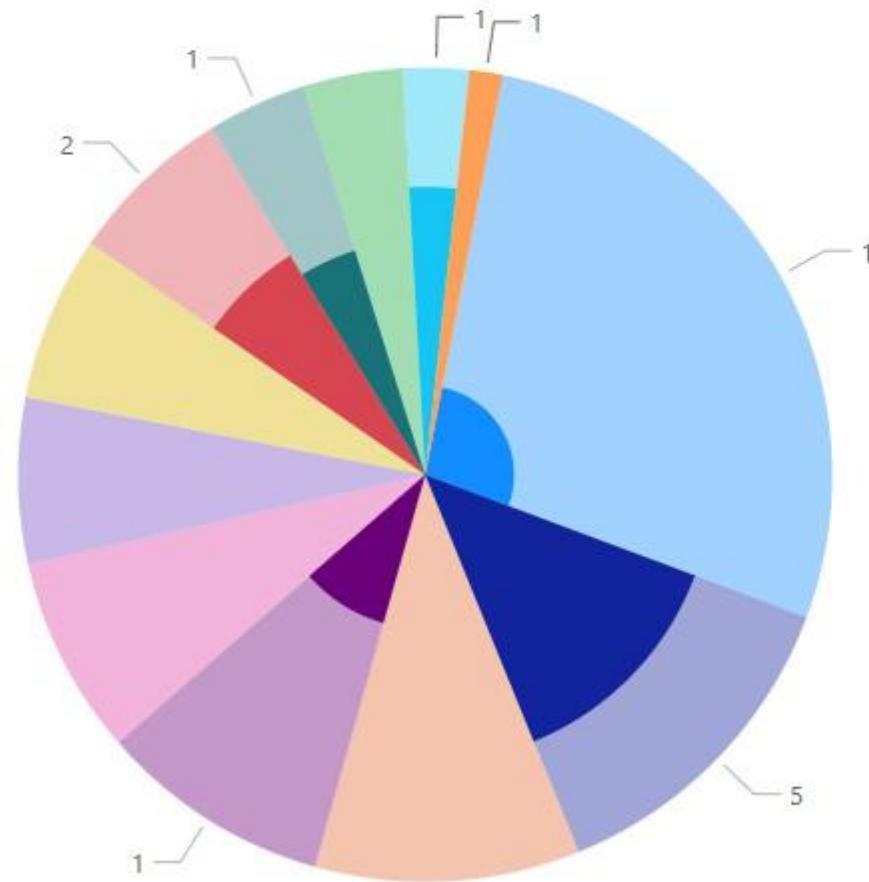
Total NNTG pledged

12

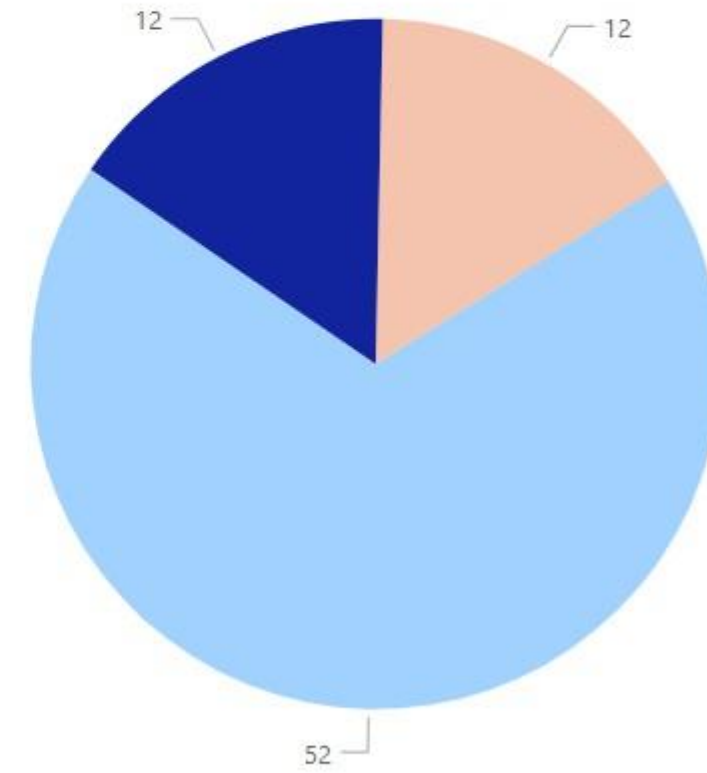
Skills Bootcamp Referral

9

Apprenticeships Norfolk Referral

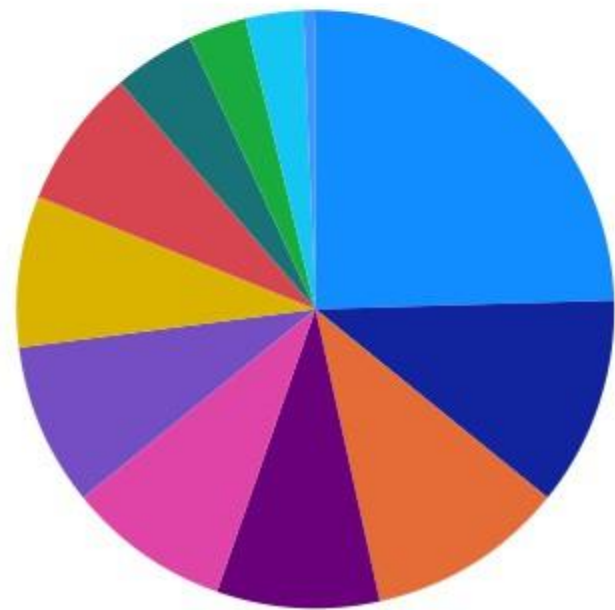
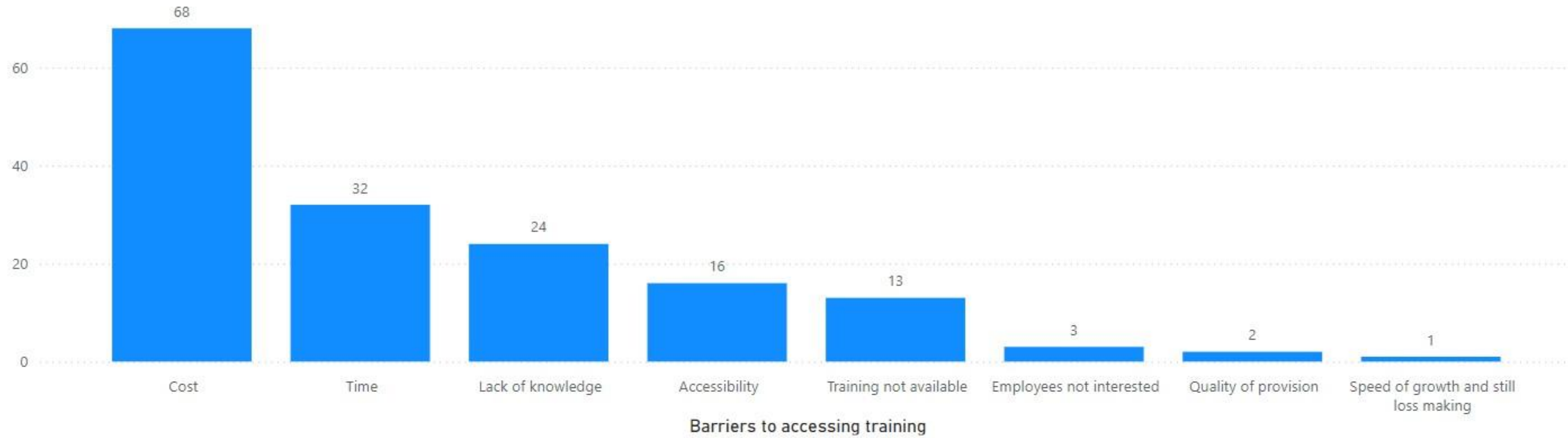


- Health & Wellness
- Manufacturing & Engineering
- Administration services
- Retail
- Hospitality
- Creative Industries
- Hair & Beauty
- Tourism
- Charity
- Construction & Energy
- Horticulture & Agriculture
- Transport

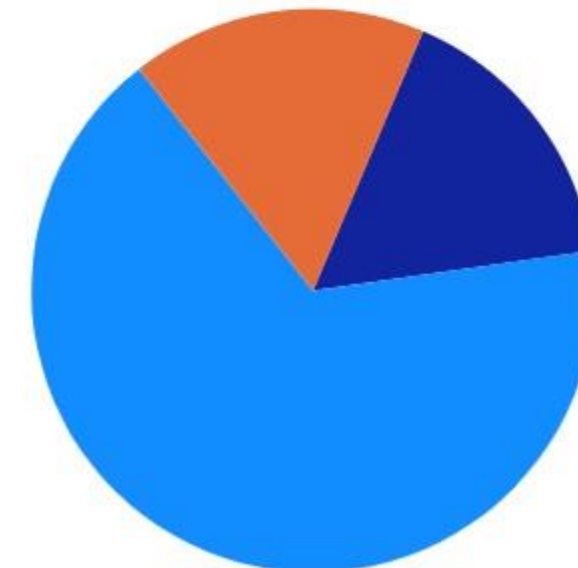


● Micro ● Medium ● Small

Barriers – All employers

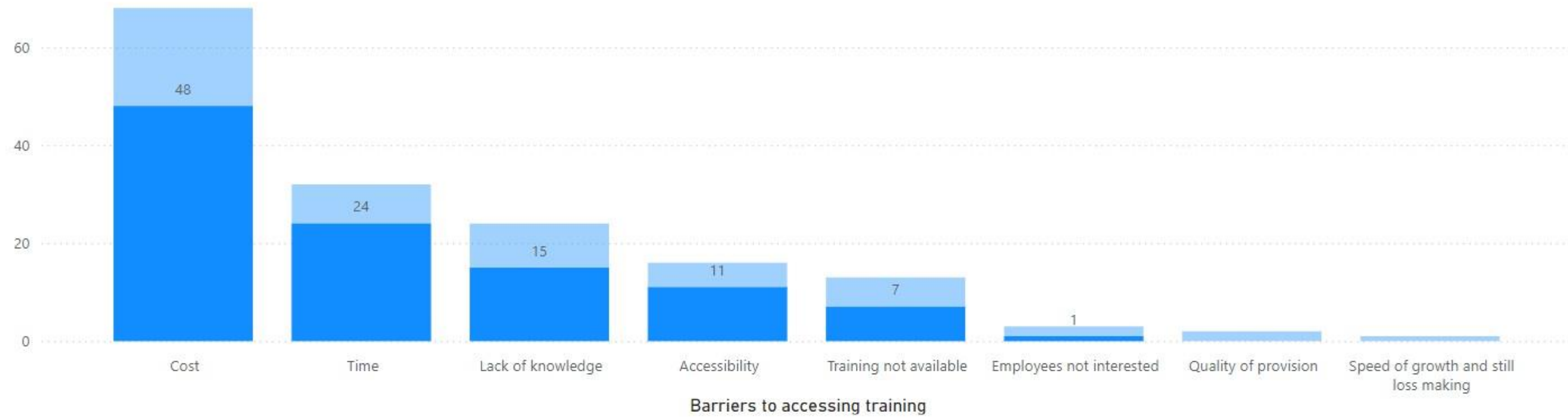


- Health & Wellness
- Manufacturing & Engineering
- Hospitality
- Administration services
- Retail
- Tourism
- Hair & Beauty
- Creative Industries
- Charity
- Construction & Energy
- Horticulture & Agriculture
- Transport

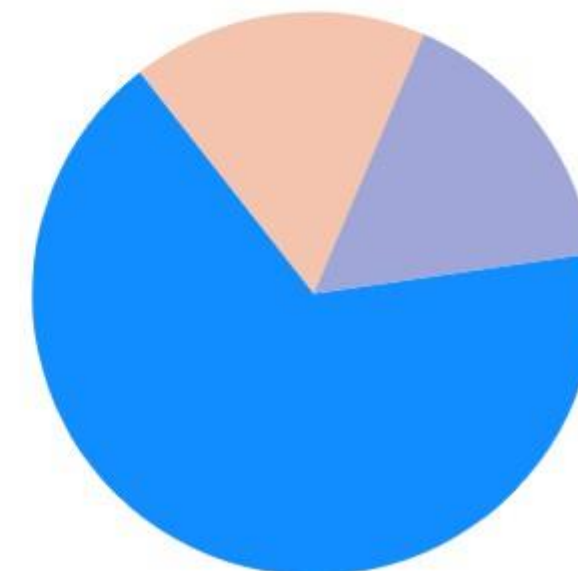


- Medium
- Micro
- Small

Barriers - Micro (less than 10 employees)

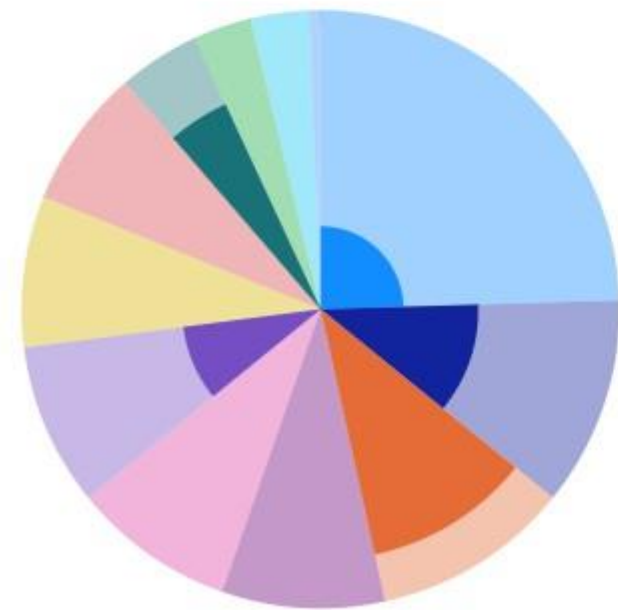
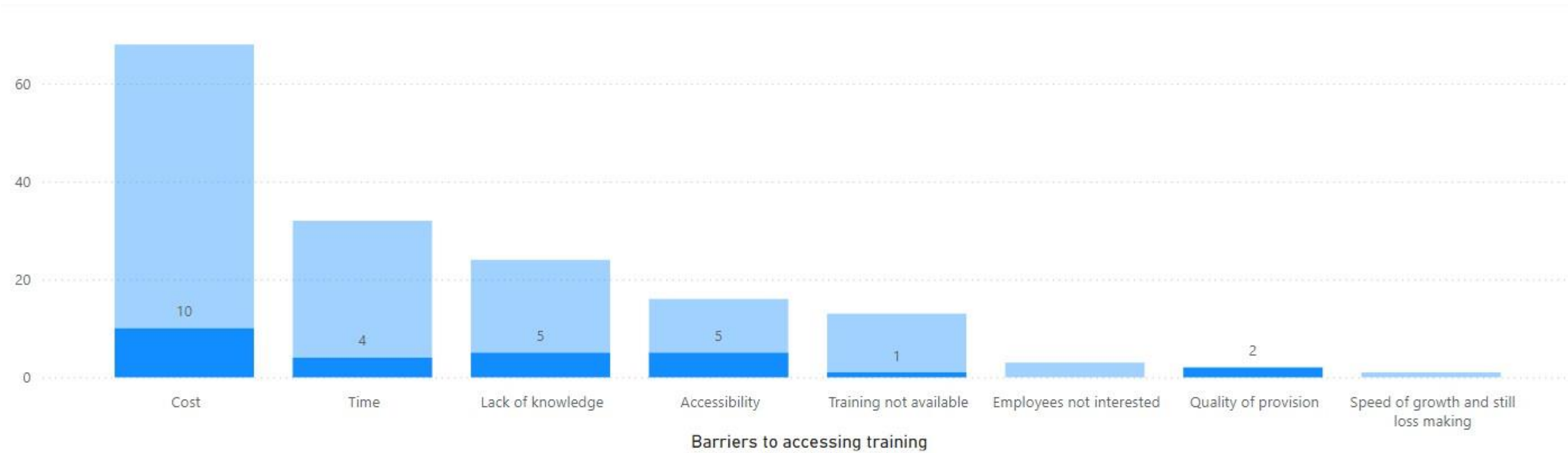


- Health & Wellness
- Manufacturing & Engineering
- Hospitality
- Administration services
- Retail
- Tourism
- Hair & Beauty
- Creative Industries
- Charity
- Construction & Energy
- Horticulture & Agriculture
- Transport

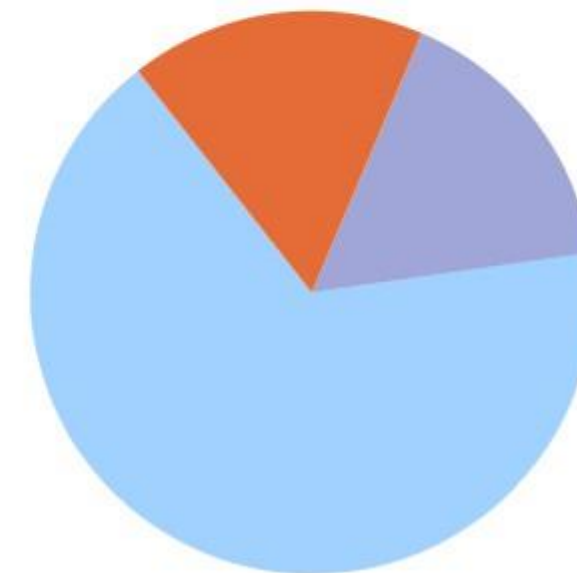


- Medium
- Micro
- Small

Barriers - Small (10 – 49 employees)

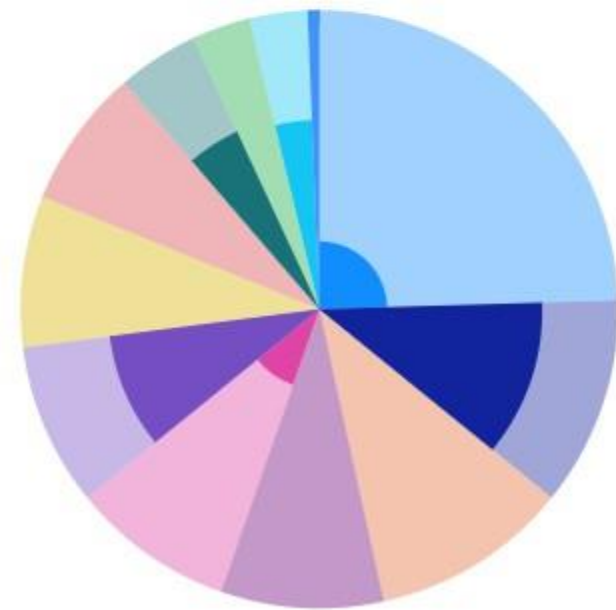
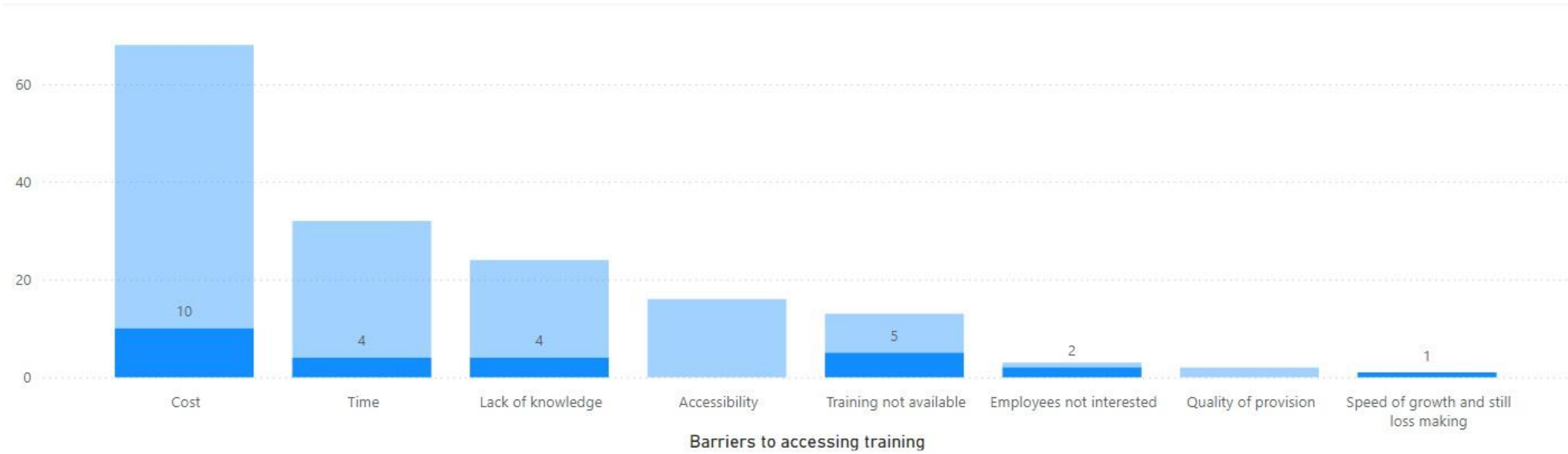


- Health & Wellness
- Manufacturing & Engineering
- Hospitality
- Administration services
- Retail
- Tourism
- Hair & Beauty
- Creative Industries
- Charity
- Construction & Energy
- Horticulture & Agriculture
- Transport

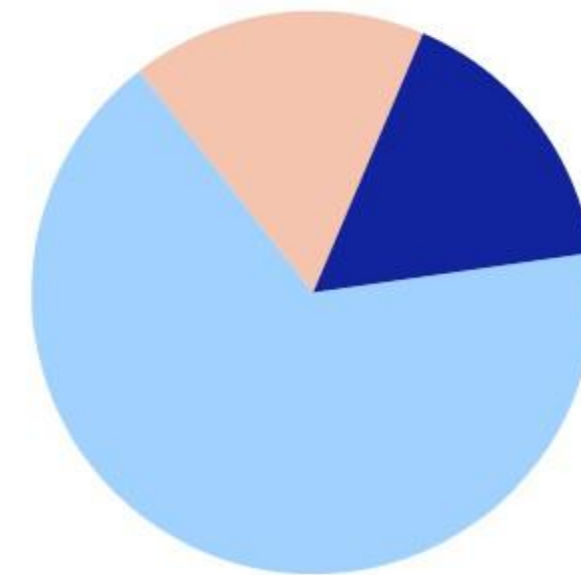


- Medium
- Micro
- Small

Barriers - Medium (50 – 249 employees)

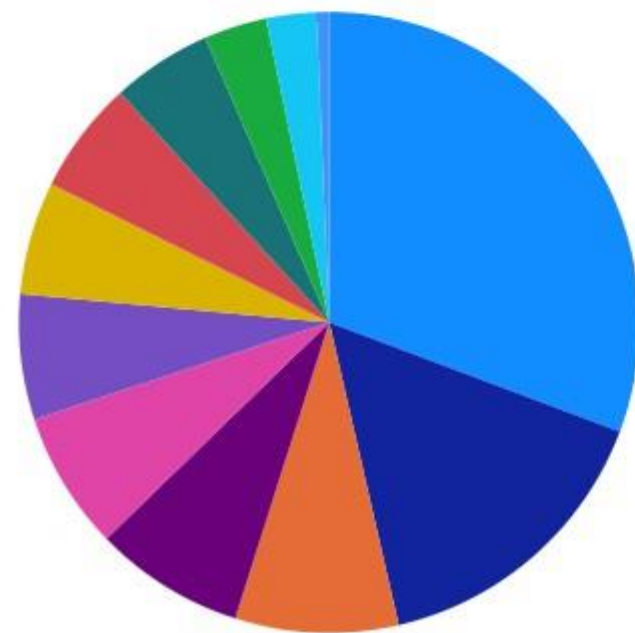


- Health & Wellness
- Manufacturing & Engineering
- Hospitality
- Administration services
- Retail
- Tourism
- Hair & Beauty
- Creative Industries
- Charity
- Construction & Energy
- Horticulture & Agriculture
- Transport

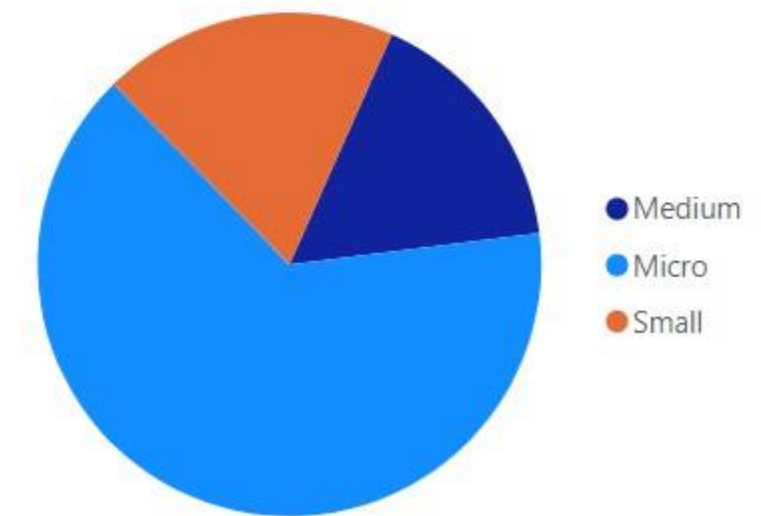


- Medium
- Micro
- Small

Types of training required – All employers



- Health & Wellness
- Manufacturing & Engineering
- Administration services
- Tourism
- Hospitality
- Creative Industries
- Hair & Beauty
- Retail
- Charity
- Construction & Energy
- Horticulture & Agriculture
- Transport

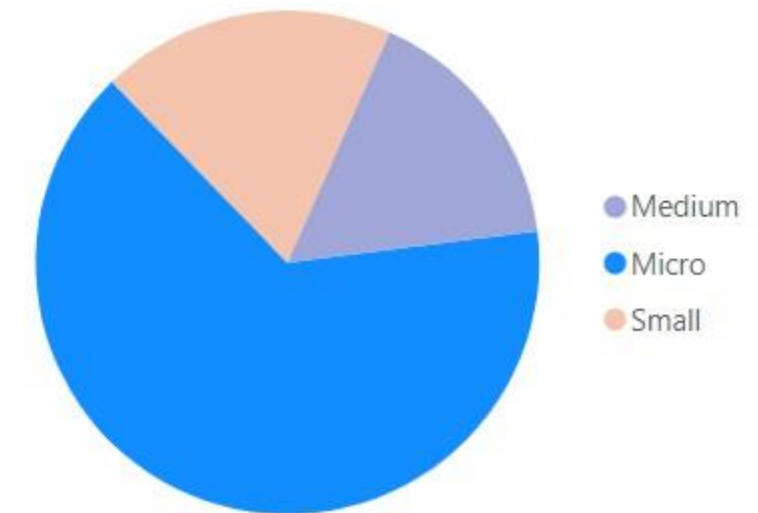


- Medium
- Micro
- Small

Types of training required - Micro (less than 10 employees)

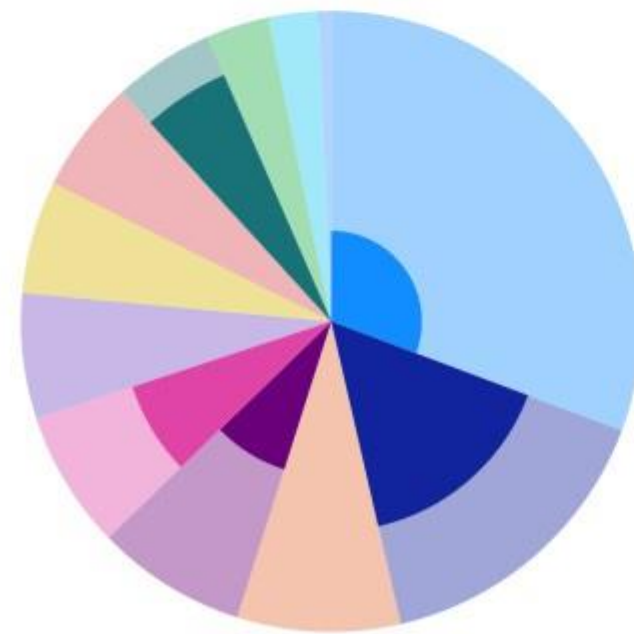


- Health & Wellness
- Manufacturing & Engineering
- Administration services
- Tourism
- Hospitality
- Creative Industries
- Hair & Beauty
- Retail
- Charity
- Construction & Energy
- Horticulture & Agriculture
- Transport

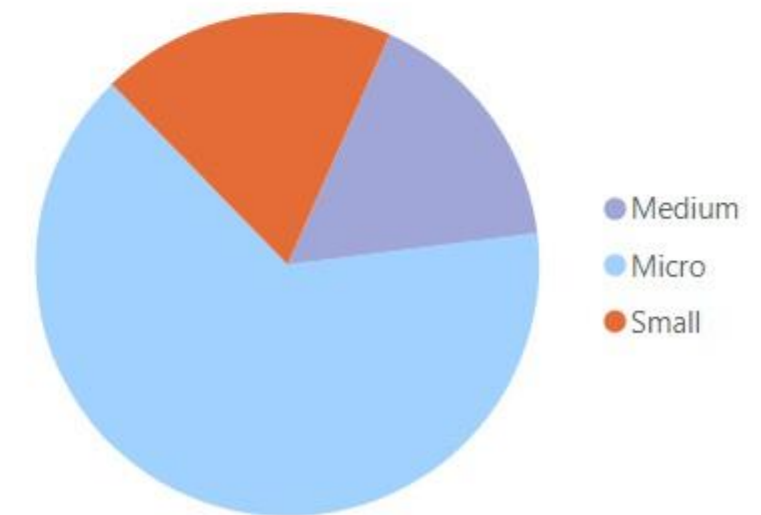


- Medium
- Micro
- Small

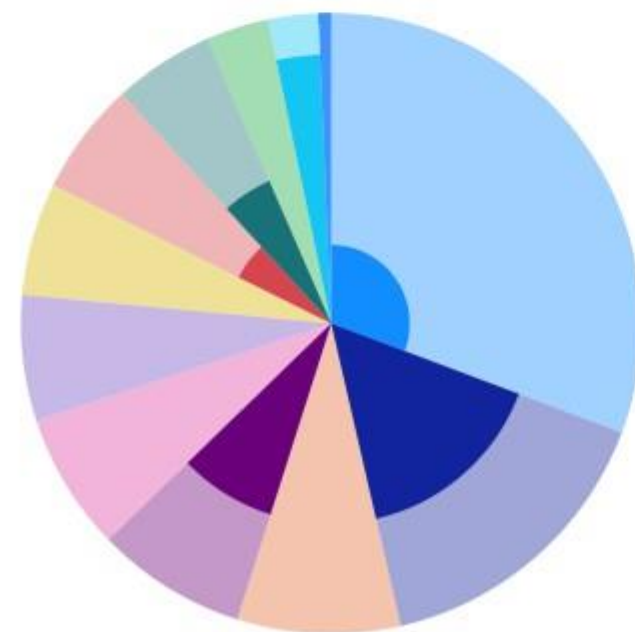
Types of training required - Small (10 -49 employees)



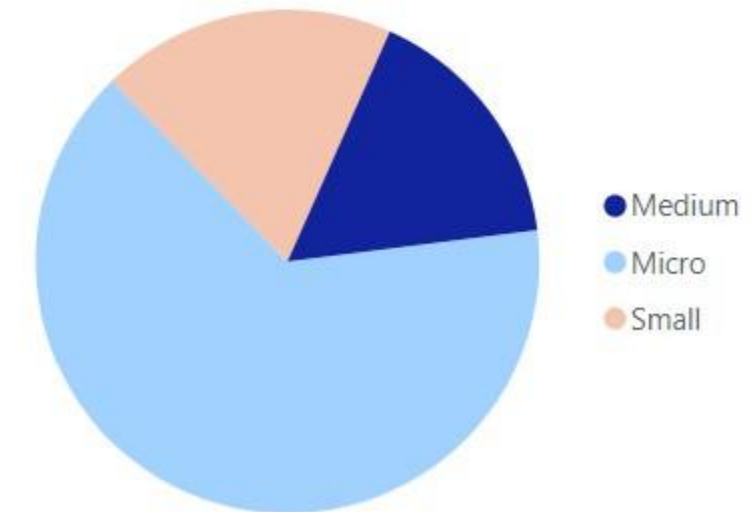
- Health & Wellness
- Manufacturing & Engineering
- Administration services
- Tourism
- Hospitality
- Creative Industries
- Hair & Beauty
- Retail
- Charity
- Construction & Energy
- Horticulture & Agriculture
- Transport



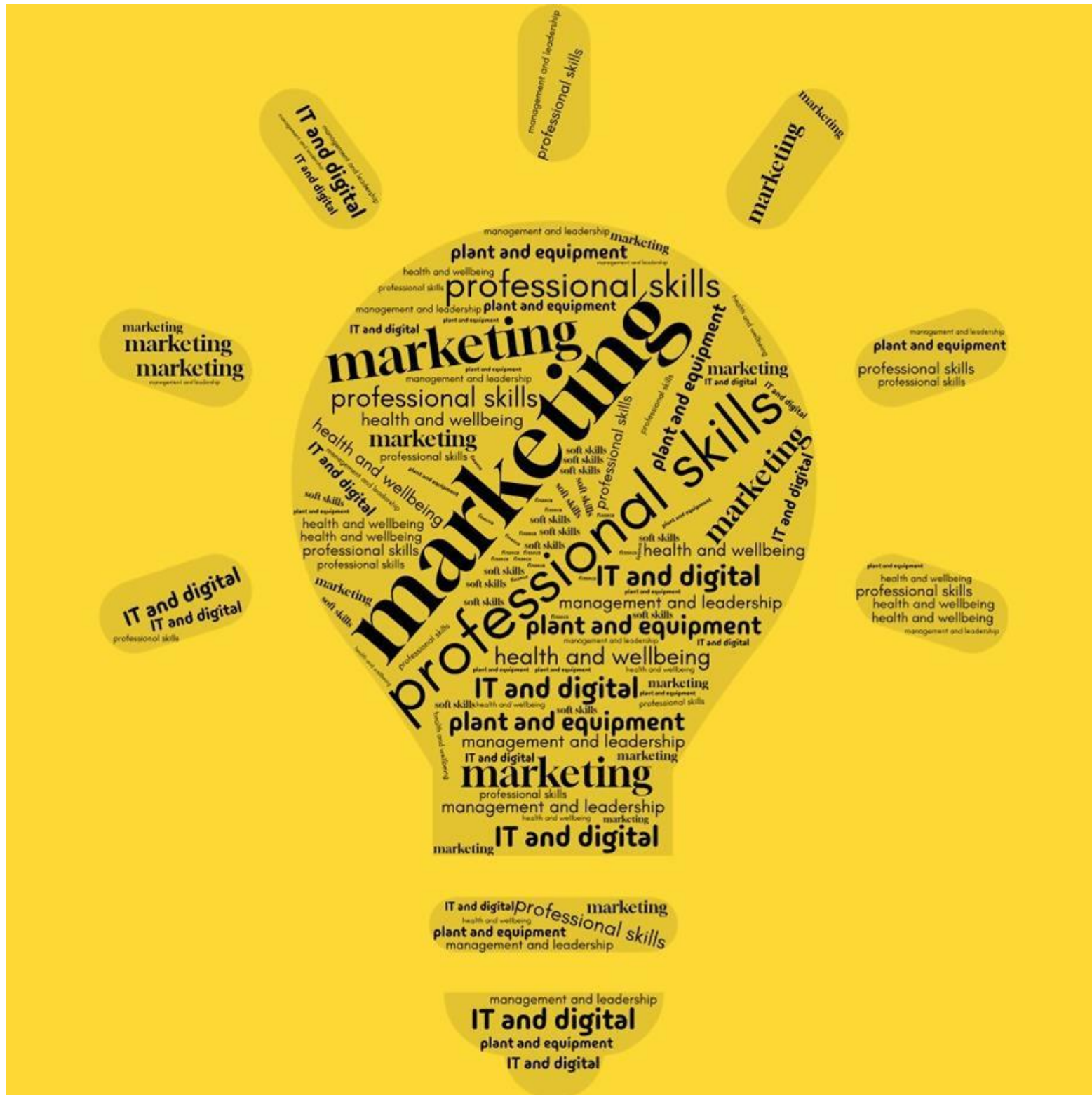
Types of training required - Medium (50 - 249 employees)



- Health & Wellness
- Manufacturing & Engineering
- Administration services
- Tourism
- Hospitality
- Creative Industries
- Hair & Beauty
- Retail
- Charity
- Construction & Energy
- Horticulture & Agriculture
- Transport

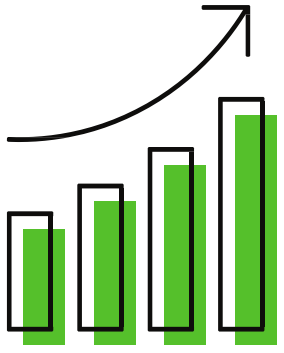


Range of training required

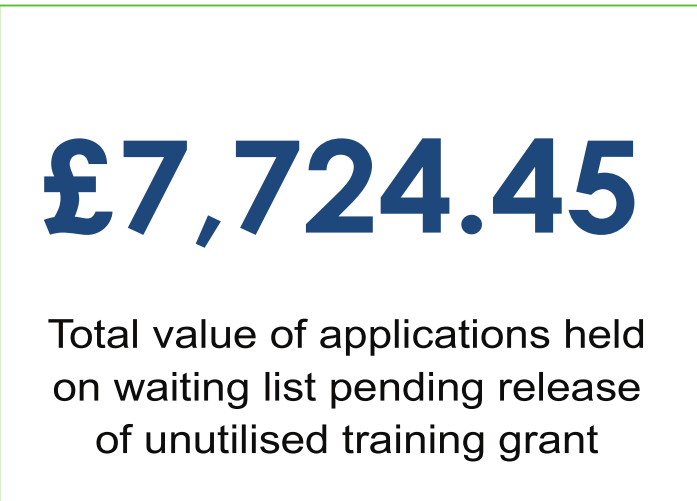
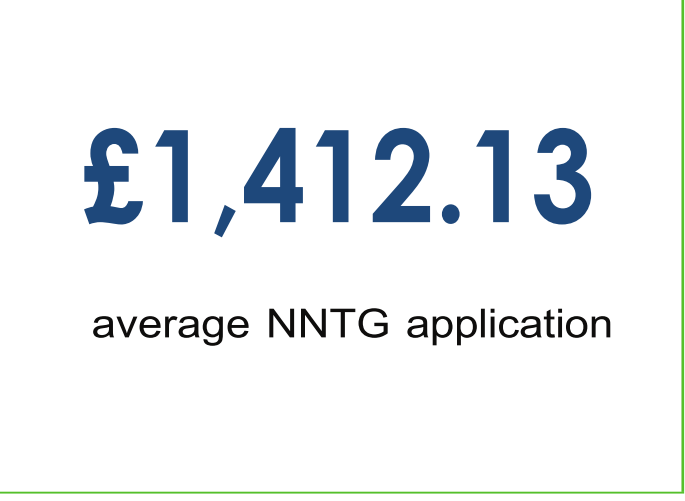


Barriers to accessing training





Future Skills NOW has had a huge impact on North Norfolk based SME's, through the focused Skills Audit, the support and guidance from the Business Skills Coordinator and the ability to access a training fund to support their skills ambitions.



Changes indicated on this page, compared with figures submitted for Q2 reporting is indicative of the changing nature of the training grants, release of funds, and notification training is not going ahead, or need has reduced.