

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 & Holisitic 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](http://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

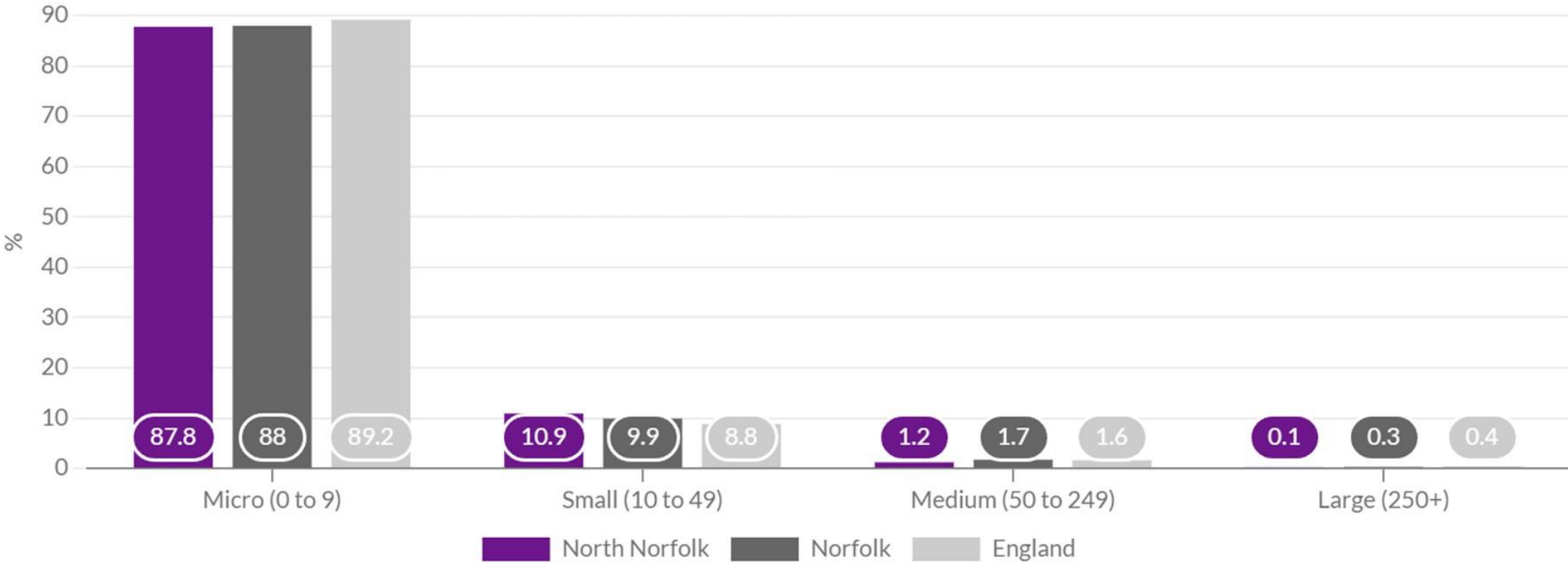
www.sanderscoaches.com



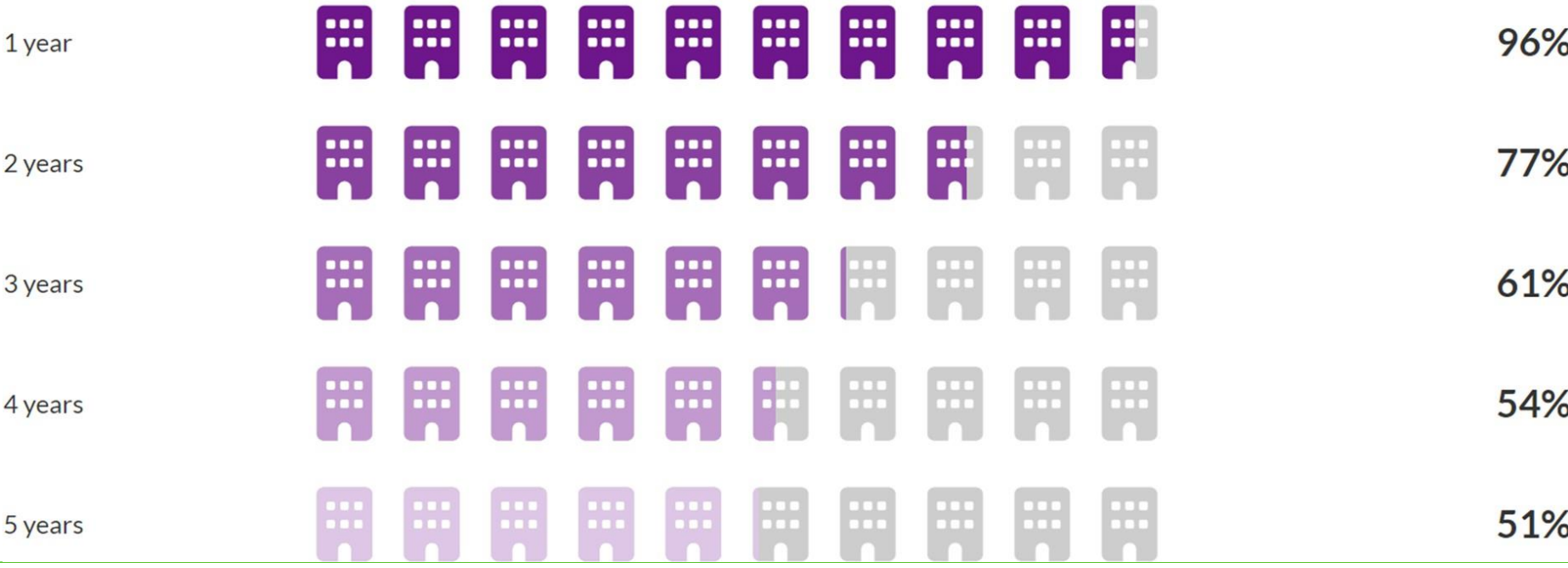
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SANDERS-COACHES](http://WWW.NORTH-NORFOLK.GOV.UK/SANDERS-COACHES)

North Norfolk – norfolkinsight.org.uk

Enterprises by employment size band (2023)

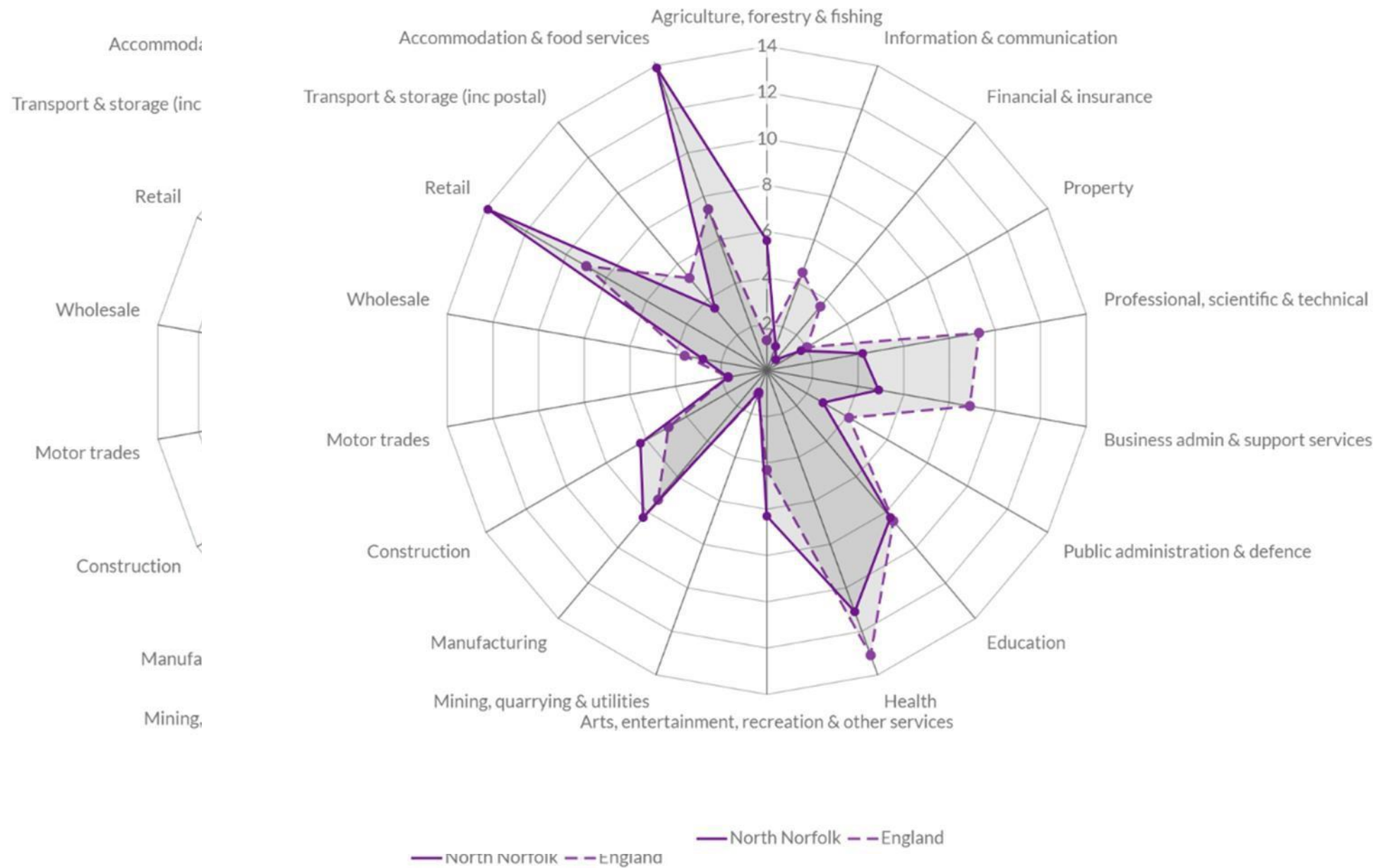


Business survival rate for North Norfolk (2021)



North Norfolk – norfolkinsight.org.uk

Percentage of enterprises by in Employment rate by industry for 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

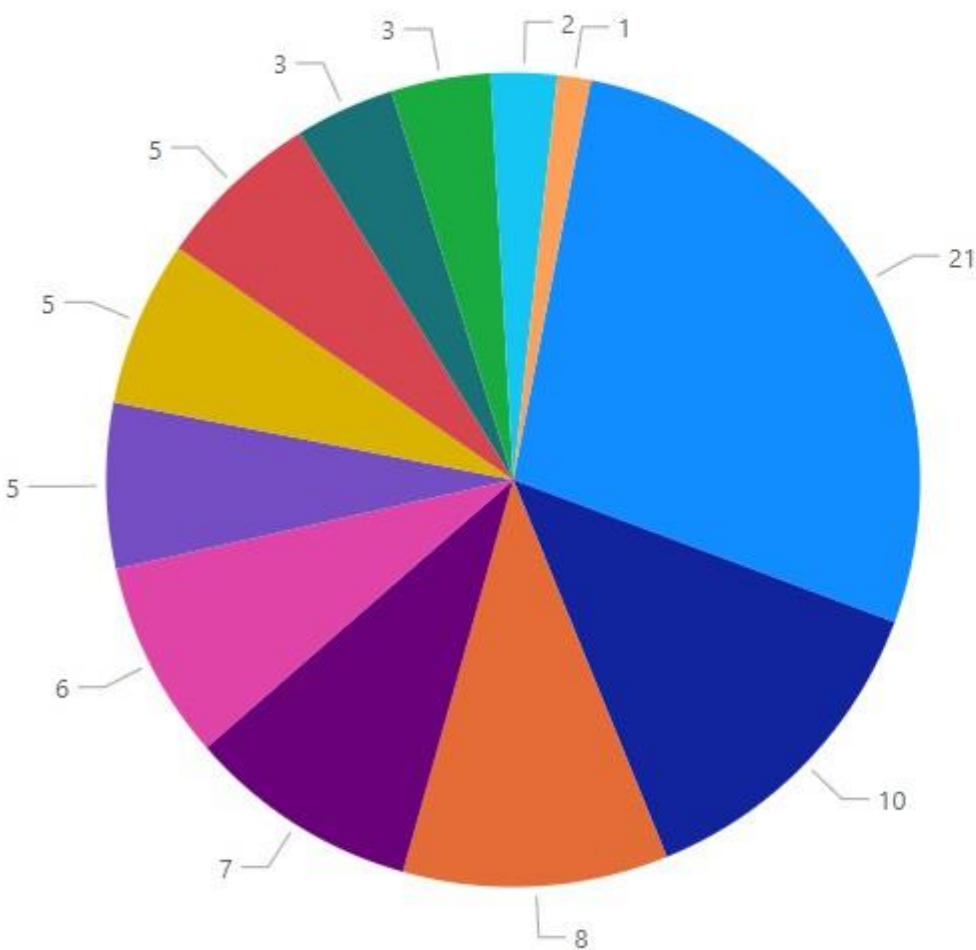
Total NNTG pledged

70

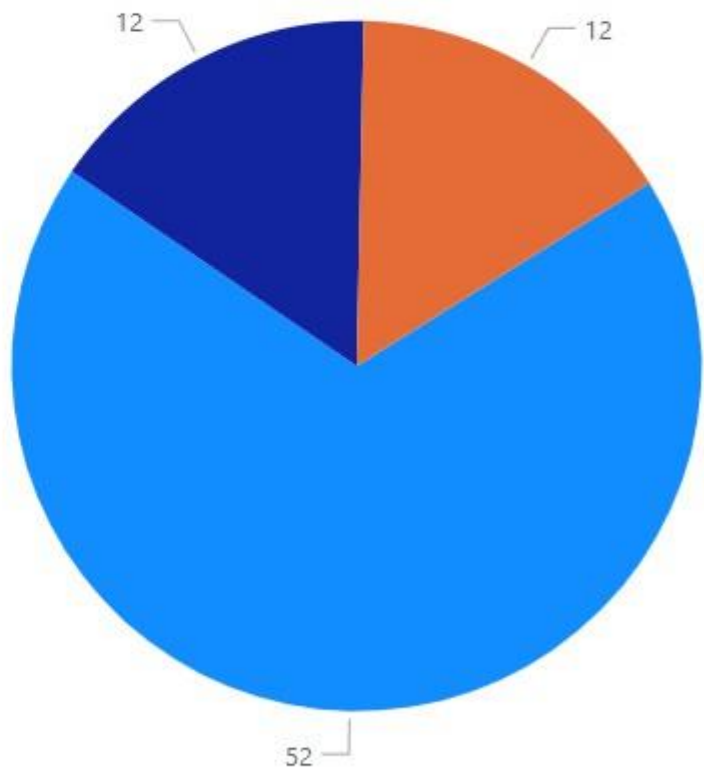
Skills Bootcamp Referral

52

Apprenticeships Norfolk Referral

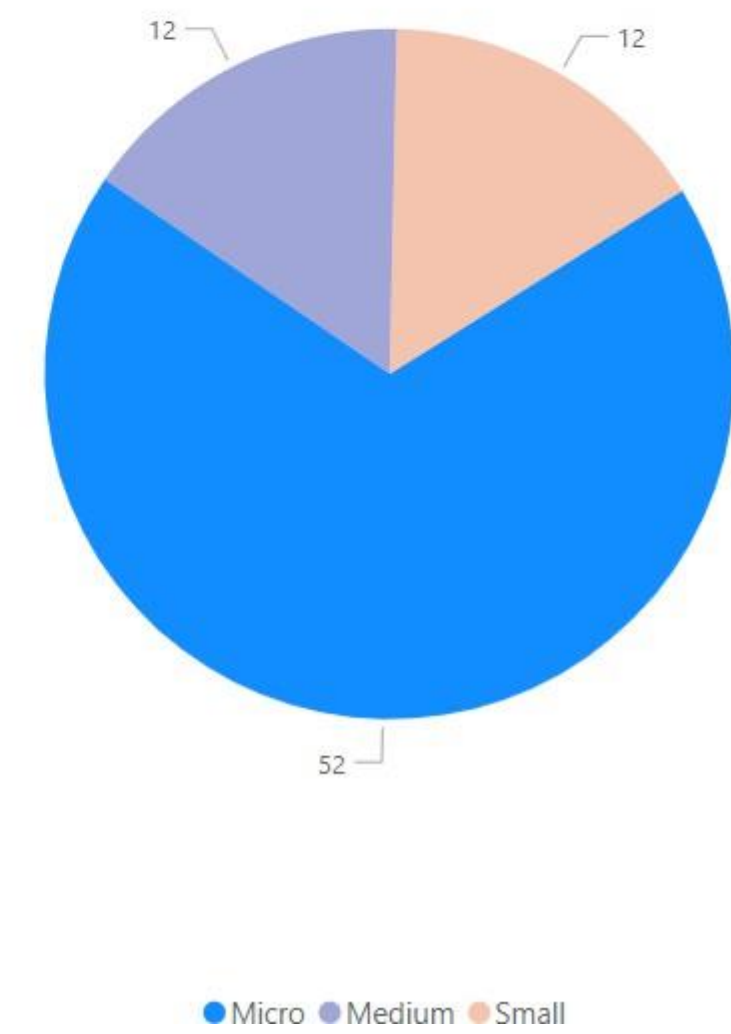
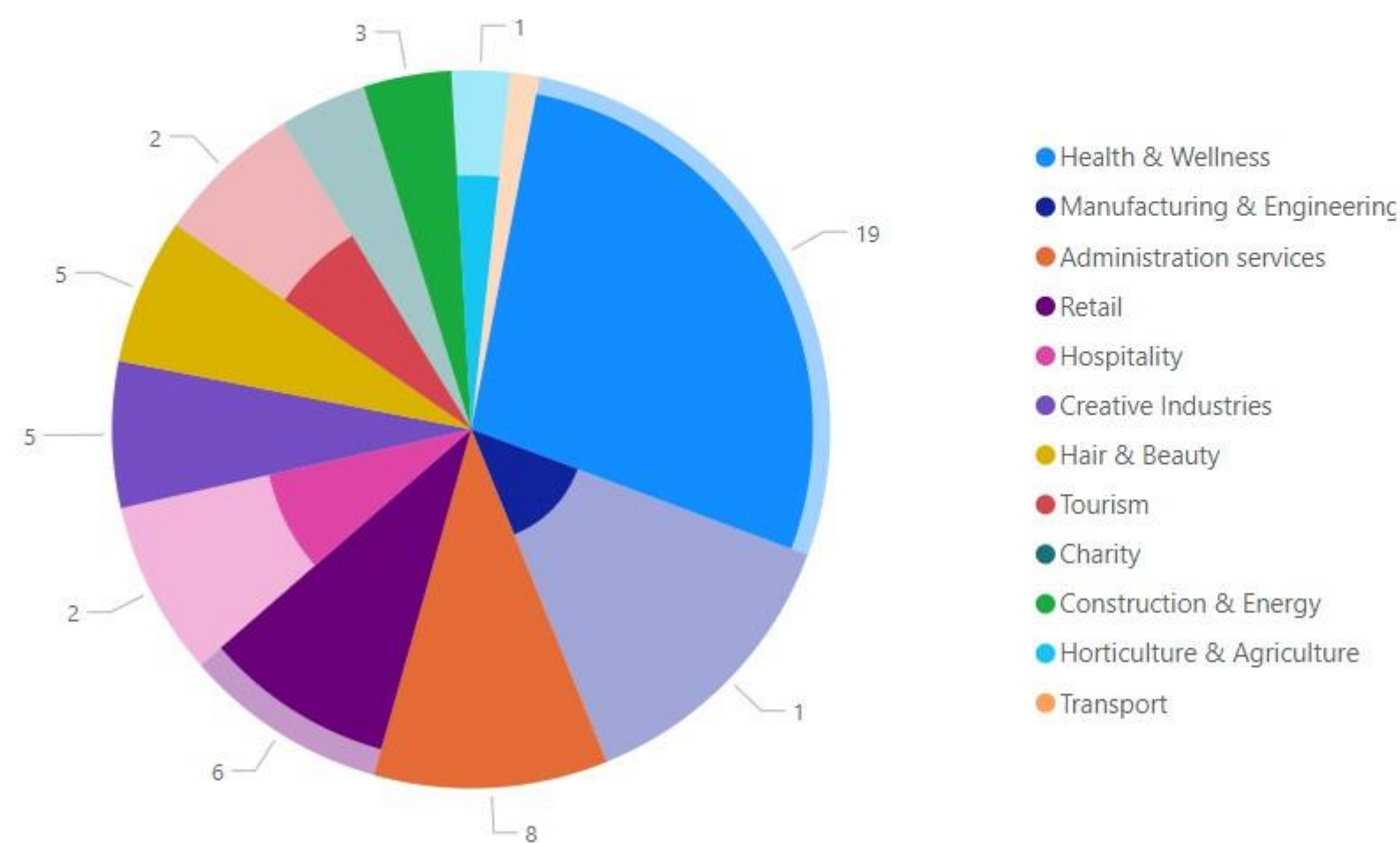


- Health & Wellness
- Manufacturing & Engineering
- Administration services
- Retail
- Hospitality
- Creative Industries
- Hair & Beauty
- Tourism
- Charity
- Construction & Energy
- Horticulture & Agriculture
- Transport



Micro Medium Small

Micro (less than 10 employees)



Small (10 – 49 employees)

12

Skills Audits

1.20K

Minimum NNTG value

3.84K

Maximum NNTG value

2.32K

Average NNTG value

11.60K

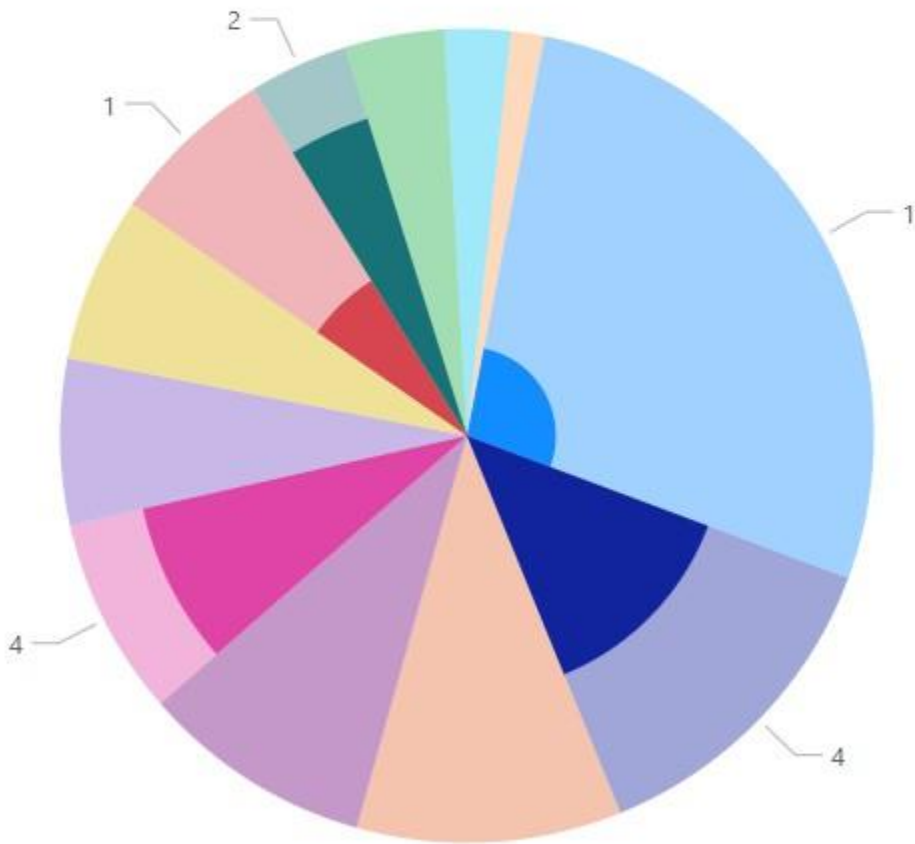
Total NNTG pledged

11

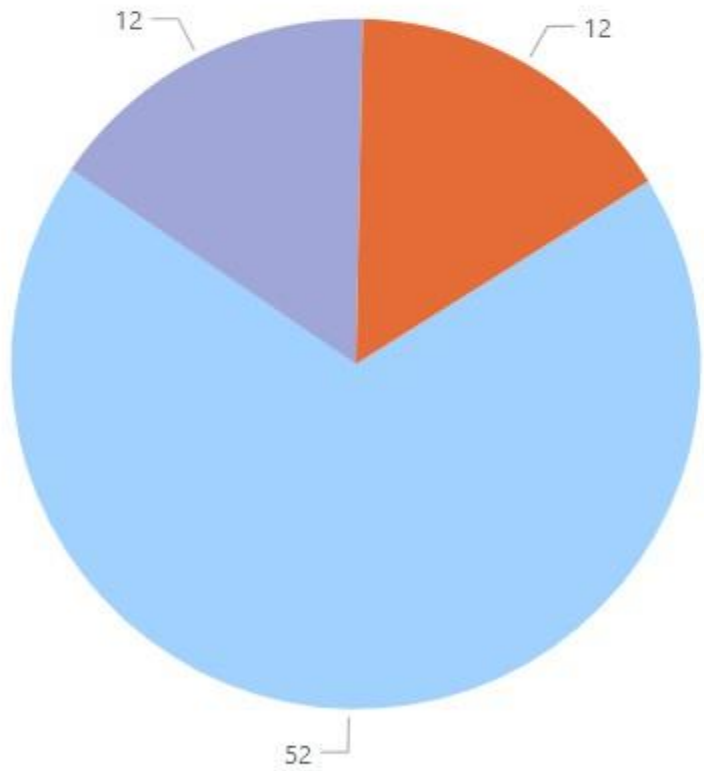
Skills Bootcamp Referral

4

Apprenticeships Norfolk Referral



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- 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

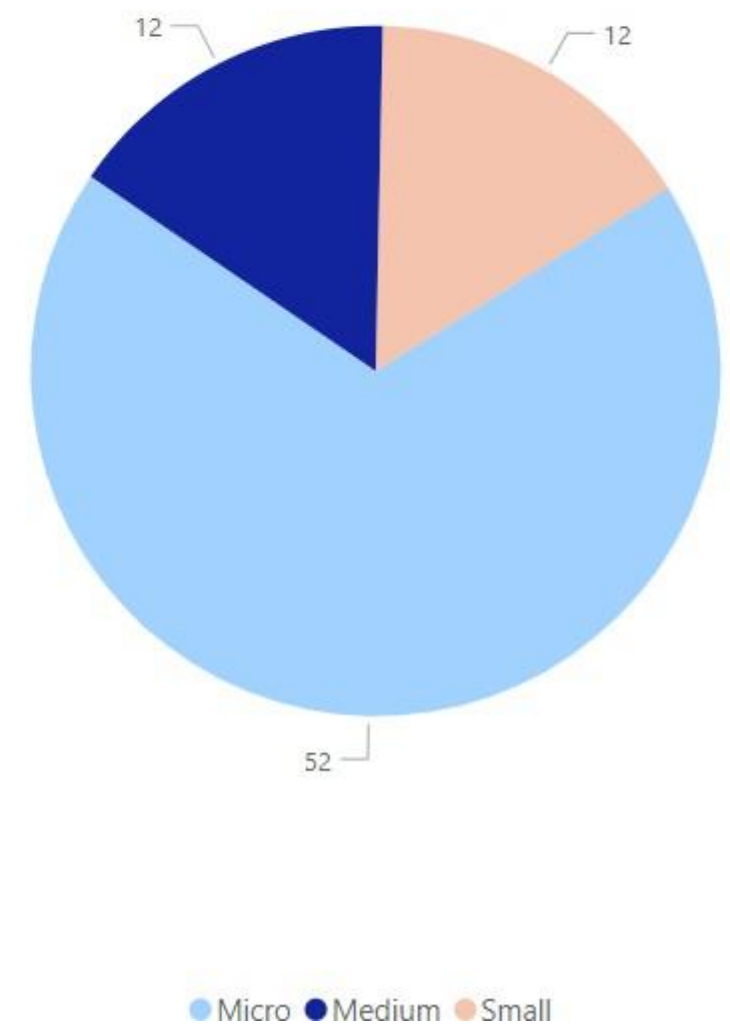
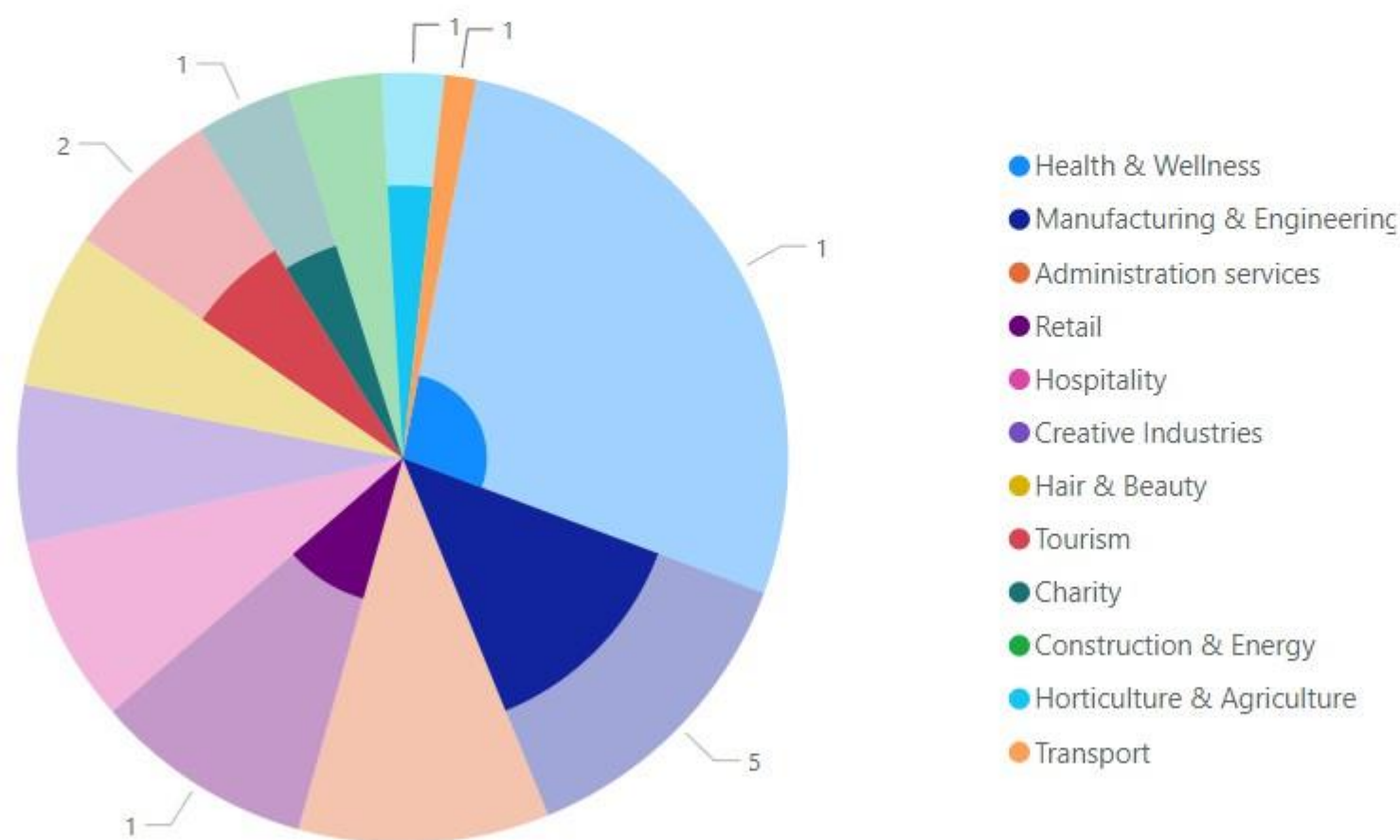
Total NNTG pledged

12

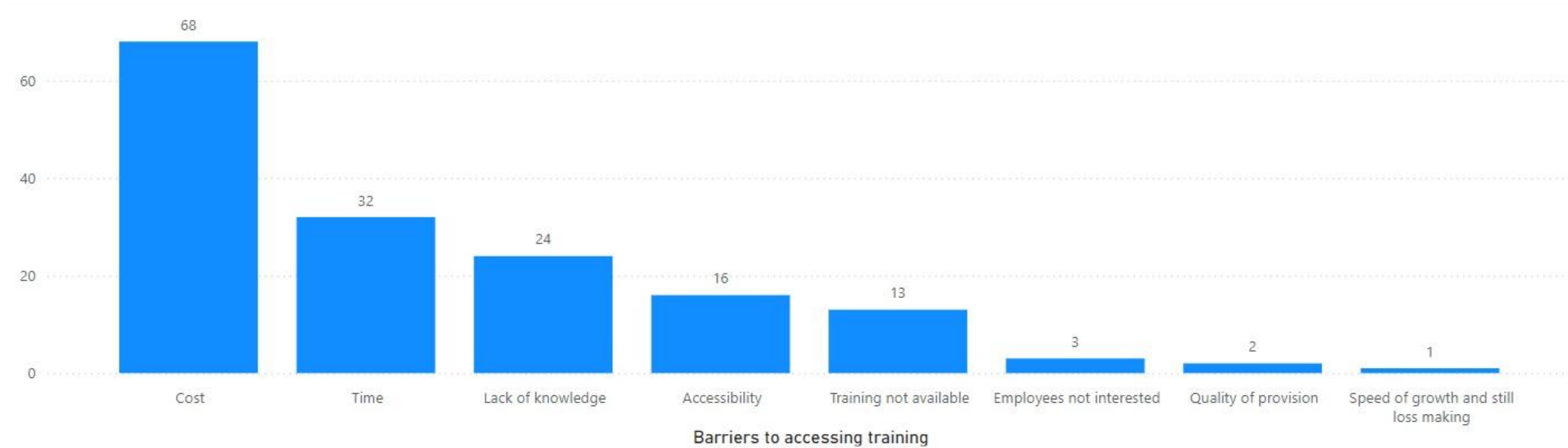
Skills Bootcamp Referral

9

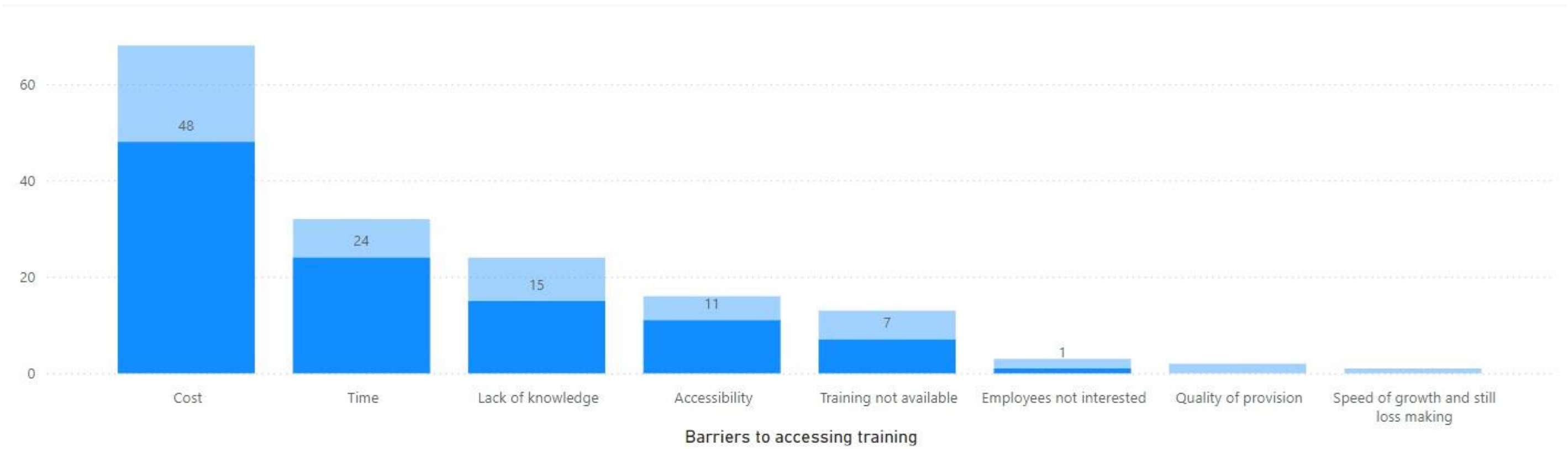
Apprenticeships Norfolk Referral



Barriers – All employers



Barriers - Micro (less than 10 employees)



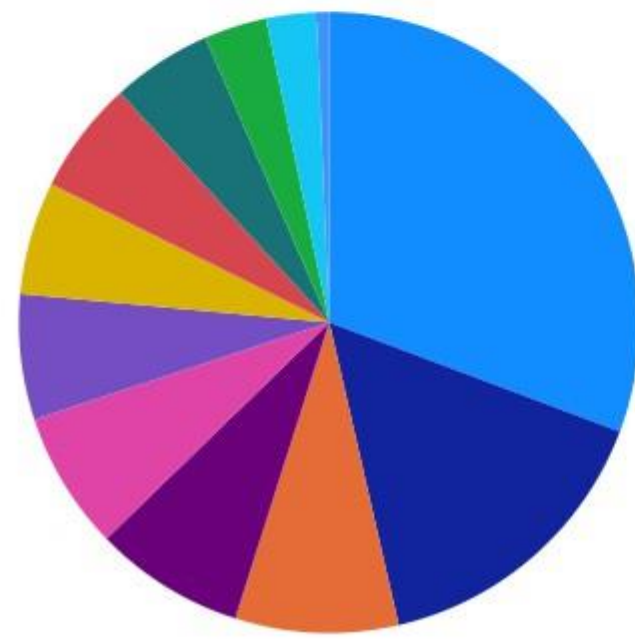
Barriers - Small (10 – 49 employees)



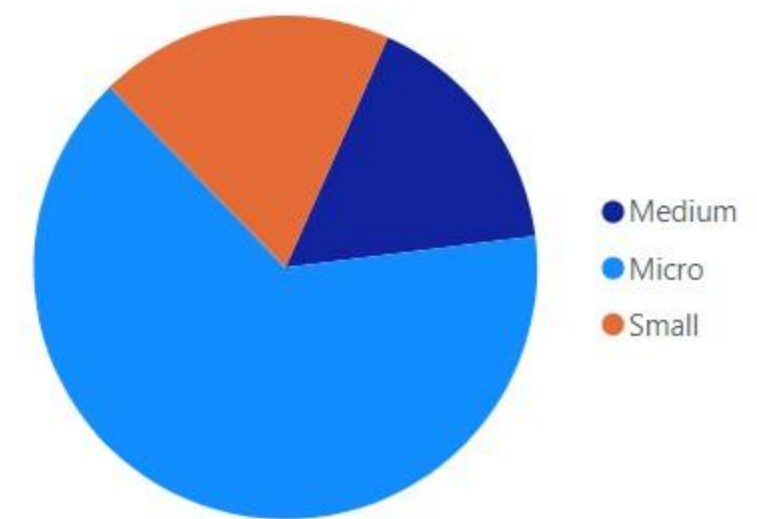
Barriers - Medium (50 – 249 employees)



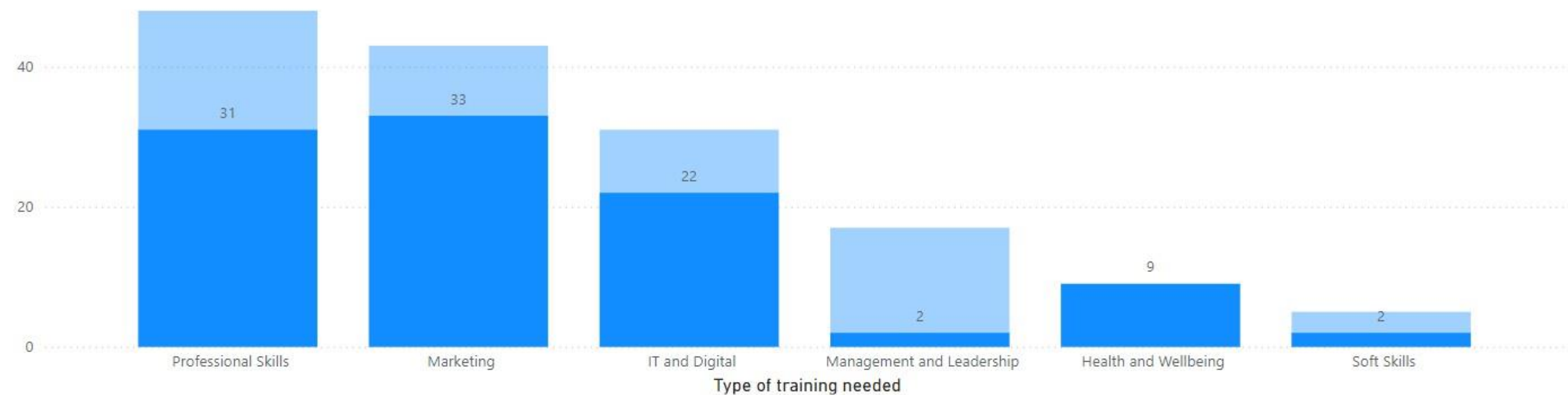
Types of training required – All employers



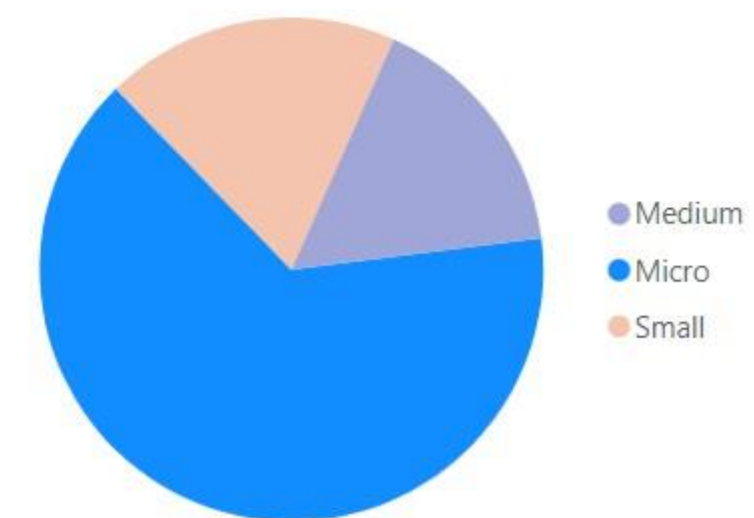
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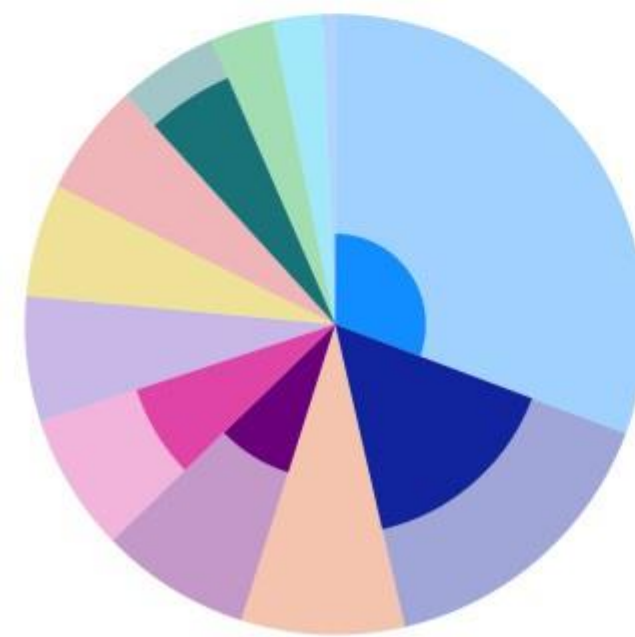
Types of training required - Micro (less than 10 employees)



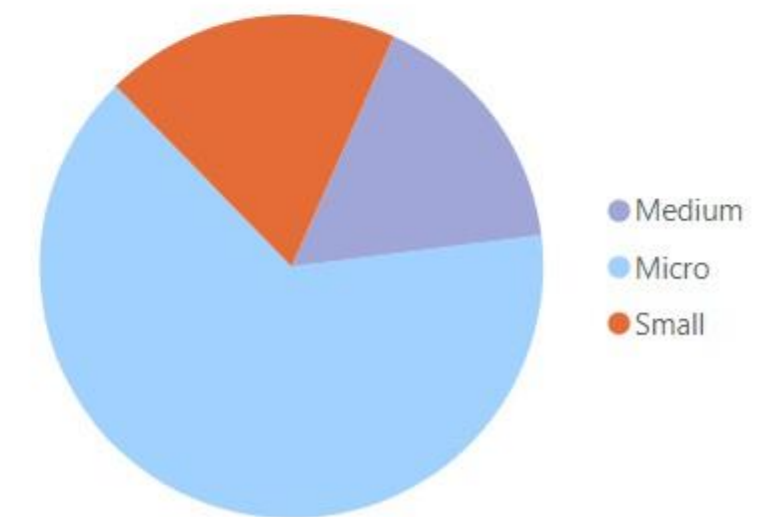
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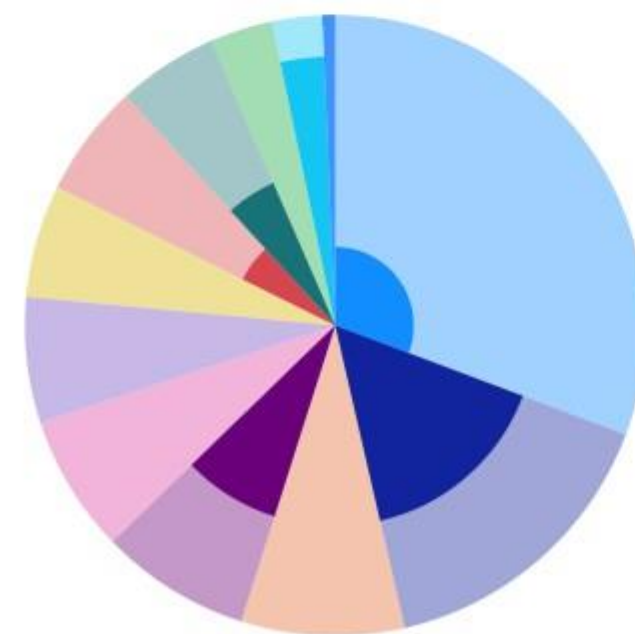
Types of training required - Small (10 -49 employees)



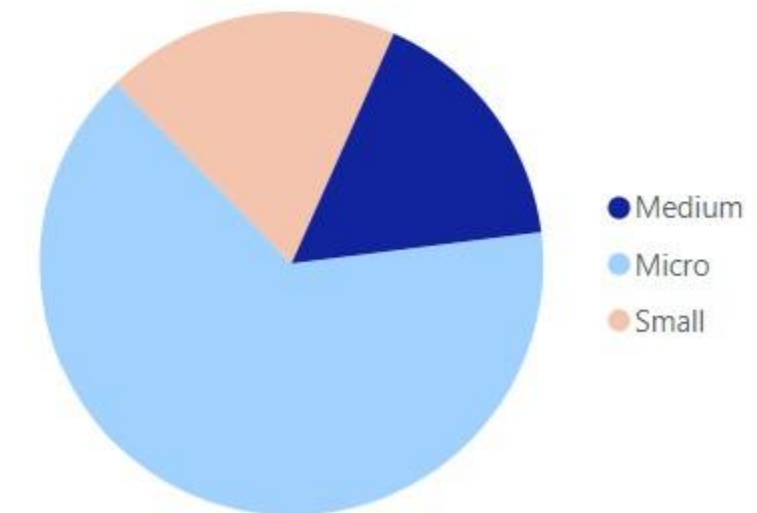
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Types of training required - Medium (50 - 249 employees)



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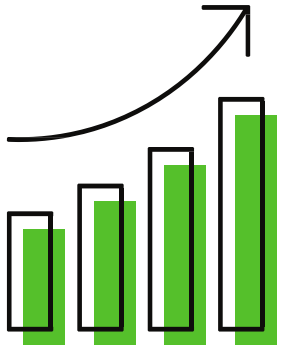


Range of training required



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.

53

NNTG applications
approved

3

NNTG approvals
withdrawn (by employer)
or reduced in value

76

Skills
Audits
completed

£1,412.13

average NNTG application

44.8% *average
contribution towards*

£632.91

average business contribution

5

NNTG applications
held on waiting list

£7,724.45

Total value of applications held
on waiting list pending release
of unutilised training grant