



A Guide to Entry to Employment for Employers

e2e

Need a hand?

There are 4,460 young people currently not in education, employment or training in Tyne and Wear. All of these young people are potential employees. They have skills, aspirations and talent - all they need is a chance to show what they can achieve.

e2e is an exciting learning programme that plays a major part in ending the vicious circle of social exclusion faced by many 16-18 year olds today. This guide provides an insight into how **e2e** learners can benefit your business.

What is e2e?

e2e is aimed at young people who are not yet ready to start an Apprenticeship, Further Education or enter into employment. The learning programme helps them to develop the confidence and key skills they need to meet the challenges and opportunities of life and employment.

e2e gives young people the opportunity to experience a work placement to develop their vocational and employability skills, helping them to understand what it takes to become a valuable member of the workforce.

As an employer, you are crucial to the success of **e2e**. We need as many public and private organisations as possible to get involved. From large to small; local, national, multi-national and craft to hi-tech, your support is vital.

What are we looking for?

We are looking for employers who are prepared to support potential employees on the **e2e** programme by offering them work placements.



Why should you get involved?

There are many benefits for you and your business: answering skills shortages, training potential employees to suit your business needs, making a real difference to young people's lives and becoming a real part of the community.

Who else is involved?

e2e is funded by the Learning and Skills Council (LSC) and is delivered through learning providers, Connexions Service and other specialist agencies who work collaboratively with employers to help young people move forward.

How does e2e work?

- **e2e** work placements can be negotiated to serve both the needs of your business and the young person.
- The duration of the work placement and hours of attendance are at your discretion.
- The learning provider will complete all documentation.
- Learning providers will be on hand to offer support and guidance to you and the young person.

Find out more about e2e

The following case studies show how employers in Tyne and Wear have recruited some employees via the **e2e** learning programme, are investing in the future success of their workforce and offering young people the chance to achieve their potential.



Automotive Coatings Ltd

Name of Company:
Automotive Coatings Ltd

Location:
South Tyneside

Number of Employees:
30

About:
Automotive Coatings was established in 1990 as an automobile body spray painter. It has now grown into a 2nd tier supplier to some of the major car manufacturers in the UK including: Ford, General Motors, Toyota and Nissan.

After hearing recommendations from a friend about the **e2e** learning programme, Michael McNicholas decided to find out for himself the benefits of offering a young person a work placement.

As one of three Directors at Automotive Coatings, Michael went on to appoint three **e2e** learners via learning provider B-Skill who are based in South Tyneside. All of the learners experience various roles across the business as part of their placement, whilst at the same time improving their literacy and numeracy skills on the **e2e** programme.

“Recruiting the learners was pretty simple, they stay with us for various amounts of time in accordance with our business needs. However, we have decided to offer two of the recruits full-time employment as we were impressed with their commitment and hard work.”

Michael has found that offering work placements to the **e2e** learners has helped to reduce labour costs and brings motivated young people into the workforce who are eager to impress.

“I would definitely consider taking on more **e2e** learners in the future and if they have proven themselves during their work placement, I would think about offering them full time employment.”

As an employer seeking to recruit employees who are eager to learn and become part of a busy workforce, Michael now realises that training young people to suit his business is the way forward. Tailoring their training to meet his requirements ensures that learners greatly increase their employability and become valuable assets to the company.



Interpretingline North East Ltd

Grace Tia Bon Bon, Managing Director at ITL North East Ltd, recently took on an **e2e** learner to provide general administration support for her employees. After hearing about the initiative from **e2e** learning provider the North East Chamber of Commerce, she is now reaping the benefits of training a learner to suit the needs of her business.

Name of Company:

Interpretingline
North East Ltd

Location:

Gateshead

Number of Employees:

4 full-time, 200 part-time

About:

ITL was established in 1989 and provides translation, interpretation, language and cultural training services to public and private sector companies in the North East of England.

“I would really recommend that other employers consider taking on an **e2e** learner. The recruitment process is quite simple and the benefits to your business are enormous, especially when you can train them to fit easily into the organisation.

“It’s also rewarding to see that young person grow in confidence as they work towards improving their position within the office whilst at the same time strengthening the workforce.”

ITL North East Ltd offered **e2e** learner Chloe Foster a work placement and were so impressed with her progress that they have now offered her full time employment in administration support.

e2e has offered Chloe a broad range of development opportunities, including the chance to improve her literacy, numeracy and communication skills. Her work placement within the ITL office has given her improved confidence and general office skills, enabling her to progress smoothly into the company as an employee.

At the same time, ITL has solved its recruitment needs and now has a fully trained staff member supporting the team.

**Name of Company:**

The British Army

Location:

Sunderland branch

Number of Employees:

111,780 (as of June 2003)

About:

The British Army carries out a variety of essential work both in the UK and overseas.

It is respected worldwide for its ability to fulfil a role that no other organisation is trained or equipped to do.

The Army Careers Information Centre in Sunderland uses the **e2e** learning programme to prepare young people for joining the British Army.

e2e enables young people aged 16-18 who are not quite ready to pass the Army's selection process to follow a tailored learning programme to ensure that they have all of the key skills and vocational training they need to be effective members of the military organisation.

Working in partnership with **e2e** learning provider ACE 2000, learners experience a military style training programme which incorporates subjects such as basic literacy and numeracy, communication skills and First Aid. In addition, they follow a structured physical training programme to enable learners to meet the minimum physical selection standards for recruits.

Office Manager Steve Harriman says: "**e2e** is a flexible learning programme which benefits the Army as an employer because it provides us with confident, fit and work-ready recruits who have developed character and a good level of self-esteem. We work with the learning provider to develop young people to suit the needs of the Army. The combination of classroom-based and external work-related activities stimulate and motivate the potential recruits benefiting everyone in the long run."

Two learners who joined the **e2e** programme with a view to a career in the Army have recently been recruited full-time, whilst a further six young people have followed in their footsteps and are now looking forward to prosperous careers thanks to the innovative partnership between the British Army and **e2e**.

The British Army

Paul Vince left school with no formal qualifications. Leaving the Army after six years of service, he worked in advertising in London before moving to the North East to set up his own one-stop shop building business.

Now Paul is keen to offer disadvantaged young people employment opportunities. After contacting learning provider the North East Chamber of Commerce, he has found that the **e2e** learning programme is the ideal way to do this.

“I was keen to give a disadvantaged young person the opportunity to get on the career ladder. They had to have an interest in developing skills across a business as diverse as mine, be willing to turn up and be punctual. With these simple ground rules laid down, we can build a strong working partnership.”

Paul is now involving his **e2e** learner, Stephen Edwards, in a variety of tasks across the business and is watching him grow into a confident young man with plenty of motivation and a bright future.

“I am keen to take on more **e2e** learners and have asked Stephen to stay on permanently. Hopefully he will become a mentor to the other **e2e** learners I plan to add to the team.”

Paul says that the main benefits of **e2e** are the consistent and accessible flow of labour and the negligible amount of paperwork required from making an enquiry to taking on the learner.

“I would recommend that employers who want to invest in their future workforce and offer a young person the chance to prove themselves to try **e2e**.”

Name of Company:

A1 Stop Shop

Location:

Newcastle

Number of Employees:

2

About:

A1 Stop Shop caters for all types of building work in the North East, from small to medium building projects as well as decorating and landscaping.

A1 Stop Shop





If you're interested in offering a young person a placement, or want more information about e2e please contact the learning provider in your area:

Newcastle

Contact: Tony Whitehead
email: tony.whitehead@oakfieldsolutions.co.uk
Telephone No: 0191 273 6482

North Tyneside

Contact: Mike Johnson
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Gateshead

Contact: Libby Holliday
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Telephone No: 0191 234 5566

Sunderland

Contact: Jean Woods
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South Tyneside

Contact: Karen Champion
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contact us.

The information in this document was correct as of February 2005 but is subject to change.

Available in other formats on request.

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