

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** RE: CLLD Programme Update  
**Date:** 15 November 2021 17:14:16  
**Attachments:** [REDACTED]

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Yes please! Have sent a diary invite

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**From:** [REDACTED]@newcastle.gov.uk>  
**Sent:** 15 November 2021 17:12  
**To:** [REDACTED]@therecruitmentjunction.com>  
**Subject:** Re: CLLD Programme Update

Great - how about 10am?

[REDACTED]  
[REDACTED]

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**From:** [REDACTED]@therecruitmentjunction.com>  
**Sent:** 15 November 2021 17:01  
**To:** [REDACTED]@newcastle.gov.uk>  
**Cc:** [REDACTED]@therecruitmentjunction.com>  
**Subject:** RE: CLLD Programme Update

Sounds good. 23<sup>rd</sup> much better for us, anything except 11-12?

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**From:** [REDACTED]@newcastle.gov.uk>  
**Sent:** 15 November 2021 16:36  
**To:** [REDACTED]@therecruitmentjunction.com>  
**Subject:** Re: CLLD Programme Update

Yes, no problem I will send a draft over when it goes through all the various iterations/sign off from our side!

I suppose beyond me noting the underperformance I am keen that you have considered what is now the best-case scenario going forward into Q1 2021. For two reasons the process for a formal Project Change Request would need to be undertaken in a

relatively short timeframe if you decided this was needed and then the numbers and finance are linked, if there are fewer outputs/results achieved but the same or higher costs it affects the grant value - and again we need to ensure we have time to look at this properly.

That might be a bit tight on 25/November as I will be on the school run and due in Gateshead for 3pm. Alternatively I could do pretty much anytime on Tuesday 23 November - I am not due in town but could pop in.

Would that be better?

Thanks



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From: [Redacted] <[\[Redacted\]@therecruitmentjunction.com](mailto:[Redacted]@therecruitmentjunction.com)>

Sent: 15 November 2021 16:18

To: [Redacted] <[\[Redacted\]@newcastle.gov.uk](mailto:[Redacted]@newcastle.gov.uk)>

Subject: RE: CLLD Programme Update

Thanks [Redacted] we do have general permission to use his story and photo, but I'd like to ask again for the specific booklet – he will def say yes, so you can proceed as is for layout etc, but once there is something to run past him, I'd like to do that with the “real thing”, as much our of courtesy as anything else.

Not sure if I need to answer the comments in para 1 and 2 below in any more detail, suffice to say I really we feel we are already doing absolutely as much as we can possibly do to enhance referrals, as well as developing solid onward referrals routes (jobs!) with employers for when the candidates do come through... Do you need me to say more? I appreciate you noting the under-performance, but it's really only at the end of Q4 that I'd be “confident” to say it's a significant under performance, as for us there is still quite a lot of time left!

On 25<sup>th</sup>, I have a 12-2 employer meeting which seems to be by Teams, so I could tentatively say yes please to 2pm. But if they suddenly speak up to it being “live”, I'd need to reschedule. But would be good to put that in, in hope?!



[Redacted] <[\[Redacted\]@newcastle.gov.uk](mailto:[Redacted]@newcastle.gov.uk)>

Sent: 15 November 2021 16:05

[REDACTED]@therecruitmentjunction.com>  
Cc: [REDACTED]@therecruitmentjunction.com>  
Subject: Re: CLLD Programme Update

Hi [REDACTED]

Thank you for responding so quickly.

Couple of things to note.

When I referred to delivery and changes to delivery to reflect performance, we include engagement and recruitment within the delivery i.e. what do the team have planned to increase the engagement and recruitment onto the programme if the delivery plan you had hasn't worked in the way you had hoped?

The programme end date is currently 31 March 2022 (for all projects) so we need to 'formally' understand how many people you now forecast you will work to work with in that timeframe including any proposed reduction in outputs/results. This then has a knock-on effect to your budget especially if the project is currently overspending.

Also, I read your case study - amazing! We are currently finalising a case study booklet - what kind of permissions do you have for the use of case studies, and do you have one you would like and be able to include in this booklet?

And then finally if you would like to arrange a face-to-face meeting I am in town on Thursday 25 November and free between 12.30-2.30 PM if that would be convenient?  
Let me know.

Thank you

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



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From: [REDACTED]@therecruitmentjunction.com>

Sent: 15 November 2021 14:49

To: [REDACTED]@newcastle.gov.uk>  
Cc: [REDACTED]@therecruitmentjunction.com>  
Subject: Re: CLLD Programme Update

Hi [REDACTED]

Thank you - it would be lovely to have you visit the project and have a first F2F at last!

I've answered some of the queries below – I also attach our latest report, as I think the under-performance was also explained here, but maybe you didn't have sight of this?

Let me know if more clarity needed!

[REDACTED]

On 15 Nov 2021, at 11:40, [REDACTED]@newcastle.gov.uk>  
wrote:

It would be good to understand your thinking about this, do you have more registrations to put on the system,

Yes [REDACTED] (inc ones that were added AFTER your 8/11 count here)

what are your plans to recruit more participants, do you have any additional results in the pipeline?

[REDACTED] more training outcomes

We understand you may need to deliver activity slightly differently

No, the **delivery** is not the issue. It is the inward flow of candidates, see point below, which has been highly problematic, and unprecedented!!

Activities/networks we have expanded include:

- Developed [REDACTED] list of inward referrers from the 3<sup>rd</sup> sector to widen the candidate referral net significantly, and who all receive our "Hot Jobs" list fortnightly
- We recruited and trained an additional 3 Business Mentors to join the existing pool, and 3 new staff members joined, with one being a replacement.
- We expanded our network of employers who will take on people with convictions, with 16 new organisations hiring our candidates for the first time between July – September: [REDACTED]

[REDACTED]  
[REDACTED]

- [REDACTED]
- Have added 3000+ followers to our corporate social media presence (LinkedIn) and developed a corporate Facebook page

over the next 4 months in order to get closer to target and would be interested to hear what you are currently thinking.

The earlier lag is starting to catch up, but we do not expect to fully catch up on ourselves before at least the end of Q4. The reasons continue to be as follows:

- We signed a contract with the [REDACTED] to send referrals directly from [REDACTED], starting June. As noted, the payment took effect from June, but the referrals only started in September. To date they have only referred 2 candidates (expectation [REDACTED] referrals by end Sept 2021).
- Our renewal contract with [REDACTED] was due to start in June. As noted, it was only live from the end of August. By end Sept 2021 we have received [REDACTED] (expectation [REDACTED] referrals).

At end September this was 2 [REDACTED] expected referrals – [REDACTED] below expectation. The knock-on effect is huge. Both the delays in these contracts actually starting, and the vastly smaller numbers in consequence, have contributed to significant shortfalls in eligible participants for this project – this effect will carry into the next report and only be fully caught up during Q4, if then.

Obviously, we hope we will be able to extend the programme and if this is the case a follow on question ... would you be interested in extending delivery and if this would be within the current budget/targets or would you want to request additional funding?

Our intention is to request a one-quarter extension to this project, within the current funding, to catch up on the below-target performance

Finally, I hope you will be able to attend the [REDACTED] Event we have planned for Monday December 6 - the aim of this session is to look at the [REDACTED] data and discuss the wider impact of community led delivery as well as discuss the future of funding. [REDACTED] will send an invite on behalf of the [REDACTED] if it has not arrived already!

Yes, and accepted!

I am happy to arrange a meeting with you to catch up on the above or you can reply by email. Ideally it would be good to understand your position by the end of the month.

Yes please

Any questions please let me know



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