

Subject: Update On Apprenticeships
Date of Meeting: 18 September 2014
Report of: Executive Director Environment, Development and Housing
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Wards Affected: All

FOR GENERAL RELEASE

1. SUMMARY AND POLICY CONTEXT:

- 1.1 This report provides an overview of progress made in creating apprenticeships for young people in the council and supporting the take-up of apprenticeships amongst businesses in the city.

2. RECOMMENDATIONS:

- 2.1 That the Committee note the progress made in creating apprenticeships in the council and supporting the take-up of apprenticeships amongst businesses in the city.

3. BACKGROUND INFORMATION

Apprenticeship Statistics

- 3.1 The latest available in year estimate for apprenticeship starts in the current academic year in Brighton & Hove (August 2013 to April 2014) totals 980. This equates to 0.7% of the 143,600 economically active residents aged 16-64 in the city. Of the economically active residents, 7,300 are aged 16-19 years, 15,800 aged 20-24 years and 120,500 aged 25-64 years. There were 1,700 apprenticeship starts in the full academic year 2012/13. It is difficult to draw year-on-year comparisons until full year data is available for 2013/14.
- 3.2 Comparative data for benchmarking purposes for Portsmouth and Reading has been provided. The comparators were selected on the basis that they are recognised by the Department for Education as among our statistical neighbours.
- 3.3 In Brighton & Hove, Portsmouth and Reading the take-up rate has increased substantially since 2005/06, as shown in Table 1.

Table 1: Apprenticeship Programme Starts by Local Authority (2005/06 to 2013/14 in-year estimates)

Year	Brighton & Hove	Portsmouth	Reading
2005/06	650	480	400
2006/07	590	600	390
2007/08	740	580	540
2008/09	800	660	570
2009/10	830	680	690
2010/11	1,500	1,390	1,330
2011/12	1,720	2,110	1,350
2012/13	1,700	1,970	1,320
Number of economically active residents (2013)	143,600	113,300	87,200

Source: Skills Funding Agency/National Apprenticeship Service & Annual Population Survey

- 3.4 Provisional data for 2013/14 for Brighton & Hove indicates that the majority of apprentices are at the intermediate level (660), followed by advanced (310) and only 10 higher apprentices. The largest cohort of apprentices are aged 19 to 24 years (420), with a fairly even split between the older (290 aged 25+) and younger age groups (270 aged under 19 years). The three most popular subject areas are 'Business, Administration and Law', 'Health, Public Services and Care' and 'Retail and Commercial Enterprise'.
- 3.5 The National Apprenticeship Service advise that there is not a specific framework that details how to set-up as being self-employed. However, there are frameworks which include business management units and innovation.

Brighton & Hove City Council Apprenticeship Group (Internal Group)

- 3.6 In November 2013 a Council Apprenticeship Group was established by the Economic Development team at Brighton & Hove City Council to oversee apprenticeship activities across the council. There is a lot of activity across the council to support young people in particular into education, employment or training. The purpose of the group is to foster joint working and collaboration across the council among those staff involved with apprenticeship activities and avoid any potential duplication of effort.
- 3.7 Chaired by the Economic Development Officer (Skills & Employment), the group meets regularly to oversee the apprenticeship activities within the council. Its members consist of internal staff from across the council involved with delivering activities for apprenticeships, e.g.

Welfare Reform, Human Resources, Education & Inclusion, Young People's Services, etc.

- 3.8 Since its inception meeting in November 2013 there have been three further meetings of the group. The group has been briefed by the Skills Funding Agency/National Apprenticeship Service about the changes to the future of apprenticeships and the implications for training providers and employers in the city. Looking ahead over the next 12 months, the group will seek to identify apprenticeship projects for European funding.

Brighton & Hove Apprenticeship Group (External Group)

- 3.9 The Brighton & Hove Apprenticeship Group (BHAG) is charged under the City of Brighton & Hove's 'City Employment and Skills Plan' to devise a strategy to deliver more apprenticeships in the city for the local workforce. The group was formed in April 2011 and regularly brings together key stakeholders in the city involved with apprenticeships including Department for Work and Pensions (DWP), Sussex Council of Training Providers (SCTP), City College, Brighton & Hove City Council, Skills Funding Agency/National Apprenticeship Service etc.
- 3.10 The Brighton and Hove Apprenticeship Group is empowered to provide support, input, partnership working and direction to the parties and agencies in the City involved in the delivery and promotion of the apprenticeship programme. The forum is tasked to ensure fair and impartial representation from all interested and participating agencies involved in the delivery of the apprenticeship programme.
- 3.11 The aim of the group is to ensure that a broad and inclusive offer of apprenticeship opportunities exists with employers and agencies to include all participating partners and stakeholders. The purpose of the group is to:
- Liaise with the Brighton & Hove Council Apprenticeship Group and support delivery of the strategic objectives specifically in relation to apprenticeships;
 - Engage with employers to increase the awareness of apprenticeships and increase apprenticeship starts in Brighton and Hove in the interests of the whole group and citywide learners;
 - Work with a range of providers and professional bodies to ensure a diverse apprenticeship offer across the City and increase the awareness of sector specific frameworks in areas of identified growth;
 - Work with Brighton & Hove City Council to ensure procurement opportunities are used to maximise the growth of apprenticeships;
 - To support the increase of the Apprenticeship Ambassadors programme;
 - To set up and provide training and networking opportunities for Apprenticeship Ambassadors;

- Apprenticeship providers should work in liaison with the Sussex Council of Training Providers; and
- Engage with learners in schools and colleges, young people who are NEET, and their parents / carers, to provide effective IAG to increase the awareness of apprenticeships and increase apprenticeship starts in Brighton and Hove.

3.12 The BHAG's recent achievements include helping support the successful Brighton Your Futures 2014 event with shared funding from the National Apprenticeship Service, Brighton & Hove City Council, Youth Employability Service and the private sector. The Apprenticeship Ambassador scheme at the council and school briefing events received funding from the National Apprenticeship Service.

4. ACTIVITY TO SUPPORT APPRENTICESHIPS BY THE COUNCIL

Apprenticeship Programme

- 4.1 The Apprenticeship Programme commenced in November 2012 at Brighton & Hove City Council. There are currently 44 apprentices in place at the council with a further 16 opportunities agreed by their directorates in progress.
- 4.2 The council has successfully worked in partnership with JobCentre Plus and the Support Through Care Team in supporting young people into work placements and apprenticeships. Presentations have been undertaken to engage young unemployed people in the apprenticeship opportunities through the council's programme. The National Apprenticeship Service continues to be a partner in sourcing training providers for the council's apprenticeships.
- 4.3 The Work Placement is undertaken prior to starting an apprenticeship to enable candidates to gain an understanding of the work environment within the local authority and an opportunity for the council to assess the candidate's suitability for progression to an apprenticeship. The placement is completely voluntary and are between 2-8 weeks, the length is determined by the manager together with the individual and Jobcentre Plus, taking into account individual circumstances. The council does not pay a wage to the work placement participant but they will continue to receive their benefits (and JCP will cover any travel and childcare costs if necessary).
- 4.4 The council has submitted another successful bid to JCP which will continue the partnership till March 2015, to help support disadvantaged individuals by providing work placements, with the aim of helping them secure employment.
- 4.5 The project continues to focus on young people disadvantaged in training and job opportunities as well as individuals affected by the benefit changes. The council will continue to work with NAS, Training

Providers and internal council services including Looked After Children, Youth Offending Service, Youth Employability Service and Benefit Teams.

- 4.6 Pre-notification to JCP and the council's partners of work placement, traineeships and apprenticeship opportunities has enabled the teams to identify individuals in receipt of benefits to apply and successfully take up these opportunities in advance of advertising on www.BrightonandHoveJobs.com and the NAS website.
- 4.7 The coordinator provides a one point of contact for sourcing information, advice and support for managers whilst they have responsibility for a programme participant. Working with HR staff and operational managers the coordinator identifies suitable placements and funding for apprenticeships continuing to embed apprenticeships into its staffing establishment and supporting council wide objectives of tackling inequality and increasing opportunity.
- 4.8 Engagement sessions at the 'Loft' (JCP) for customers will continue. These have provided young people with a better understanding of opportunities available to ensure they make an informed career choice. The sessions also provide a vital point of access for help with application form filling with JCP Apprenticeship Employability Advisors. This has particularly benefitted nine young people who have been unemployed for more than six months moving from unemployment and receiving benefits to work placements then an apprenticeship within the council.
- 4.9 In June the council were announced as the 2014 winners of City College Brighton & Hove's Outstanding Employer Contribution Award in recognition of the council's support for apprenticeships with the College.

Apprenticeship Ambassadors

- 4.10 The council has appointed seven Apprenticeship Ambassadors as part of its commitment to apprenticeships in the city. The ambassadors are apprentices at Brighton & Hove City Council and were brought together by the Education and Inclusion Department within Children's Services in partnership with Human Resources.
- 4.11 The ambassadors work in a variety of departments including Schools, Human Resources, Procurement, Culture, Media Relations and Adult Social Care. Their apprenticeships range from Level 2 to a Level 5 higher qualification.
- 4.12 The aim is to help raise awareness and value of apprenticeships in the world of work to young people and parents/carers across the city. From September 2014, the new formed ambassadors will be targeting schools and colleges in Brighton & Hove, holding workshops, open

discussions, setting up video links and talking about their own experiences to encourage the idea of applying for an apprenticeship.

Apprenticeship Events

- 4.13 The Brighton Your Futures 2014 jobs and opportunities fair took place on the 3rd April 2014 at the Brighton Dome and offered training, skills and employment opportunities and also career advice and guidance to young people in Brighton & Hove.
- 4.14 The Steering Group comprised Brighton & Hove City Council, City College, Affinity Sutton, National Apprenticeship Service, DWP, BrightonandHoveJobs.com and 3D Change.
- 4.15 The target market was 16 to 25 year olds but it was open to people of all ages. The fair gave young people looking for work the opportunity to meet employers offering job and training opportunities.
- 4.16 Employers and training providers exhibiting at the event offered action to work opportunities e.g. work experience, apprenticeships or jobs.
- 4.17 The event received positive feedback from the attendees, exhibitors and partners with over 500 young people registered and attended the event, with 70 exhibitors and around 2,000 opportunities on offer.
- 4.18 The council has hosted three Apprenticeship Matching Events in the last 6 months to which representatives from the business community, training providers and young people looking for apprenticeship opportunities were invited. These events are intended to increase the number of 16-18 year olds participating in Apprenticeships.
- 4.19 To date there have been nine Apprenticeship and one Traineeship start in the 16-18 year old age range as a result of these matching events.

Brighton & Hove Local Employment Scheme (BHLES)

- 4.20 The Brighton & Hove Local Employment Scheme (BHLES) focuses on the construction industry and brings together employers and local people looking for work either directly from the BHLES registration database or indirectly via local recruitment agencies, which can be the method of choice for recruitment for some contractors. The relationship built with local agencies has also created opportunities for employment due to the workforce demands created from increased activity in the construction industry in general. BHLES delivers a free job matching service to developers and their sub-contractors on major projects who have committed to providing employment and training opportunities to local residents.
- 4.21 Developers are now required (for developments in excess of 10 units) to complete employment and training agreements as part of planning

approval obligations. Opportunities for work experience, jobs and learning opportunities such as apprenticeships are negotiated throughout the life of the projects and promoted to local people registered on the scheme database and / or through Brighton & Hove City Council's internal teams such as YES (Youth Employability Service), Support Through Care Team, responding to the Corporate Parenting Pledge. Opportunities are also promoted through the Welfare to Work programme providers, DWP or City College, where there is high demand for work experience for its students. Developers are targeted to provide a minimum of 20% of employment opportunities to local people, i.e. residing in the BN1/2/3/and BN41 postcodes.

- 4.22 BHLES works closely with the Construction Industry Training Board (CITB). By working together through joint discussions with developers, it provides the opportunity to share information on Shared Apprenticeship initiatives and offers advice and guidance to contractors on training-related grants that are available to sub-contractor SMEs, with the aim of helping the workforce to progress within the industry and creating job opportunities for those wishing to start employment in construction at entry level.
- 4.23 The Mears Group were awarded the Repairs and Maintenance contract for social housing in 2010 and committed to providing 200 apprentices for local people during the life of the 10 year contract. The BHLES Co-ordinator monitors the performance of the apprenticeship programme, liaising regularly with City College, where most of the formal training has been delivered.
- 4.24 Since the outset of the contract there have been 69 apprenticeships created to date with 11 new apprentices recruited from an event in early June, giving a total of 80, meeting target expectations. On this evidence, the programme is on track to deliver the remaining 120 by the end of the 10 year contract. The apprenticeships are predominantly trades however a number of customer service / business administration apprenticeships have also been provided to enhance the skills of existing staff as well as new trainees.
- 4.25 Through the work of the BHLES Co-ordinator in collaboration with Procurement, Architecture & Design and Estates Regeneration teams there is now a requirement through construction-related ITTs and in contract awards, for employment and training. The company awarded the Strategic Construction Partnership for the next four years will have to provide apprenticeships, with numbers relating to the value of the development in line with national industry guidance.
- 4.26 In recognition of the evidenced commitment to workforce skills development to date, Brighton & Hove City Council has recently been awarded Skills Academy Status by the CITB which will enable BHLES to have access to local CITB support and representation. This will be of huge benefit when working on employment and training strategies

for major projects such as the 3Ts and Brighton Marina (both 10 year projects), also Circus Street and Preston Barracks developments.

- 4.27 BHLES has successfully negotiated 15 apprenticeships since its formal launch in late 2010, with the majority being offered in the last 2 years as activity increased. Over the last 12 months BHLES has negotiated 10 apprenticeship opportunities on sites and assisted CITB Shared Apprenticeship Scheme (TrAC–Training and Apprenticeships in Construction) in matching two young people for opportunities in carpentry and property maintenance with local SME companies.
- 4.28 With 19 new opportunities already committed over the next two years through three projects with site or phase starts imminent, a City Regeneration house-building programme rolling out and major long-term projects such as 3Ts, Brighton Marina and Circus Street, there should be a significant increase in apprenticeship opportunities.
- 4.29 BHLES has also recently gained the commitment from two major contractors working on high value refurbishments, to ensure their sub-contractors provide apprenticeships and work experience.
- 4.30 BHLES has recently been collaborating with a new training initiative called Building Heroes which is offering fully-funded, 5 week training courses at Level 1 in key property maintenance trades. The first course will run from the end of September and has been promoted through our internal and external network. BHLES will be involved in the information day to be held on the 8th September. Participants completing the course will have the opportunity to be employed through the organisation's construction arm with apprenticeships available in their chosen area of interest.

Youth Employability Service (YES)

- 4.31 The Youth Employability Service offer one-to-one support to young people not in education, employment or training. Transition support is also offered to Year 11 leavers during the summer who are identified by the school/academy as at risk of NEET or whose preferred next step is work-based learning and who have not been made an offer.
- 4.32 The role of the YES advisor is to actively support young people in decision-making about future choices and supporting them in to a range of employment, training, education and personal development opportunities – including apprenticeships.
- 4.33 The number of NEETs (16-18 years) is falling in Brighton & Hove however there are still around 450 (6.4%, June 2014) young people who are not in employment, education or training (compared with 527 (7.4%) in August 2013). 57 NEETs started an apprenticeship during the period August 2013 to July 2014. Brighton & Hove City Council is responsible for NEETs aged 16-18 (or up to 24 for those with special

education needs). Jobcentre Plus is responsible for NEETs aged 19-24 years.

- 4.34 YES use of social media e.g. Facebook and Twitter, has proved invaluable in reaching young people and promoting apprenticeships via online links. YES produce the monthly 'Opportunities for You Bulletin' which includes a dedicated page promoting apprenticeships. YES also distributes a fortnightly Youth Bulletin which includes the latest apprenticeships figures from NAS (National Apprenticeship Service) to over 500 youth professionals.
- 4.35 YES has a lead advisor who works closely with post-16 providers to produce a monthly update detailing current information on pre-apprenticeships and traineeships opportunities in the city.
- 4.36 YES advisors have staffed and avidly promoted and supported the apprenticeship matching events held in the city. This involved co-ordinating the online registration process and supporting young people to attend.
- 4.37 From April 2013 to April 2014 YES employed an apprentice, this role was part funded by NAS and had a specific remit to raise the profile of apprenticeships across the city. The work undertaken by the YES apprentice included an online apprenticeship blog, newsletter and visiting schools, 6th forms and Jobcentre Plus to champion apprenticeship opportunities.
- 4.38 The CCIS (Client Caseload Information System) Aspire, has the facility to match young people to current opportunities. YES will look at developing this further over the next 12 months for apprenticeship opportunities in the city.

Support Through Care Team

- 4.39 The Support Through Care Team's aim is to ensure young care leavers in the city receive support and guidance to engage them in either education, employment or training. Support includes help to complete application forms, interview tips and help with travel costs and clothing so they are ready for their job interviews.
- 4.40 In the past 12 months the team has helped eight care leavers secure a work placement leading on to an apprenticeship within the council. The placements were in areas such as the Finance Department, Youth Advocacy Project, Partnership & External Relations Team, a Maintenance Operative and the Horticulture Team. There are currently around 260 care leavers aged 16-21 years being supported by the council.

- 4.41 The team seeks to identify opportunities for care leavers for work placement and apprenticeships in the council and also works closely with Jobcentre Plus.

5. ACTIVITY TO SUPPORT APPRENTICESHIPS BY EXTERNAL PARTNERS

City College Brighton & Hove

Apprenticeship Programme

- 5.1 Over the last 12 months City College has started approximately 90 16-18 starts and approximately 175 19 Plus starts. The College prides itself on high success rates and aims for a minimum of an 80% completion rate in each skills area.
- 5.2 The College offers Level 2, Level 3, Level 4 and Level 5 Apprenticeships. The level the apprentice works towards is dependent on the job role of the individual rather than academic ability.
- 5.3 In the last 12 months they have started apprentices in the following subject areas: Accounting (L2, L3 and L4), Business Administration (L2 and L3), Carpentry (L2 and L3), Child Care (L2 and L3), Customer Service (L2 and L3), Digital Media (L3), Electro-technical Installation (L2 and L3), Hairdressing (L2 and L3), Health & Social Care (L2, L3 and L4), Hospitality (L2 and L3), IT (L2 and L3), Maintenance Operations (L2 and L3), Painting and Decorating (L2 and L3), Supporting Teaching & Learning (L2 and L3) and Motor Vehicles (L2 and L3).
- 5.4 City College has seen an increased demand in IT Professional Competence from employers across the city in the last 12 months, hence will concentrate on growing this area even further to meet the demand of the city's employers. There is also still high demand from the construction sector and very high levels of interest from potential candidates when Apprenticeship positions in this sector are advertised.

Apprenticeship Training Agency (ATA)

- 5.5 City Apprenticeships' new Apprenticeship Training Agency (ATA), launched in 2012, provides easy and cost-effective solutions for companies that are not in a position to take on a full-time apprentice. City Apprenticeships will offer apprenticeships in a part time capacity as well as the standard full time option. This increases the opportunities for employers to create apprenticeship positions in their work place.
- 5.6 The last 12 months has seen an increase in apprentices being signed up as ATA apprentices. There have been mostly internal Business Administration posts and external Maintenance posts.

- 5.7 To date four Business Administration ATA Apprentices have completed their apprenticeship programme, of which two have gone into full time employment.
- 5.8 To date externally one Maintenance ATA Apprentice has started their second year, one Business Administration ATA Apprentice started last month and two Painting & Decorating ATA Apprentices started in the last few weeks.
- 5.9 The college is keen to grow the ATA Model and the sales team is raising awareness with existing and new apprentice employers. City College believe the ATA Model will be very attractive for SMEs when the new trailblazing apprenticeship model is introduced.

City Skills & Jobs Shop

- 5.10 Established in March 2012, the City Skills & Jobs Shop is a Brighton and Hove partnership that provides training and employment information to individuals and business. It is situated on Queen's Road, Brighton and funded by the ERDF Interreg 2-Seas GAPS project. The Public Service Board has provided a financial contribution for the City Skills & Jobs Shop.
- 5.11 City Skills and Jobs has continued to grow its service over the past 12 months, resulting in an increase in candidate awareness. Shop footfall and the general number of customers entering the shop have risen when compared to the number of customers visiting the shop at the same time in the previous year. The highest weekly total of customers reached over a week was 127 and in August 2013 had 60 customers in one day.
- 5.12 Apprenticeships have a strong presence in the Skills Shop. The college's apprenticeships service is promoted to all customers that visit the shop, ensuring that if they do not require or are not suitable for their Apprenticeship service, they sell the other services that are on offer locally. These services are not only from City College Brighton but by external organisations and recruitment agencies e.g. National Careers Service.
- 5.13 Over the next 12 months City College plans to grow the apprenticeship brand with candidates and employers. They plan to promote the shop by liaising with an increased number of schools, charities and community organisations. This in turn will create more opportunities for candidates to apply for and help more candidates reach their goals.

BrightonandHoveJobs.com

- 5.14 BEACH (Brighton Employability Advice and Careers Hut) is an employability website within the BrightonandHoveJobs.com Jobs Board website and is targeted at young people who are looking for

employment, voluntary work, apprenticeships etc. BEACH was developed between the council, BrightonandHoveJobs.com, secondary schools and local employers. It is designed for young people by young people and won a prestigious Eurocities award in the category 'smart jobs'.

- 5.15 BrightonandHoveJobs.com is the main web based route for apprentice recruitment within Brighton & Hove and the platform provides a comprehensive list of local vacancies as well as advice for employers and job seekers. It also helps facilitate joint working between private, public sector and third sector employers, JobCentre Plus / DWP, the National Apprenticeship Service (NAS), training agencies, colleges and other learning institutions and candidates. A Memorandum of Understanding between BrightonandHoveJobs.com and the council was formed in 2014 which sets-out the purpose, objectives and responsibility of the parties involved.

City Employment & Skills Steering Group (CESSG)

- 5.16 The group consists of strategic partners in the city that have the authority and means to influence achieving the agreed priorities in the City Employment & Skills Plan 2011-2014 (CESP). It oversees the work in the CESP and helps to ensure that the action plan is being delivered. It does not have a separate budget but instead works collaboratively to foster joint planning and where appropriate shared delivery of services. The CESSG partnership over the last 2-3 years has delivered many schemes which support the 'Invest in Young People' initiative as a consequence of their collaboration.
- 5.17 Members of the CESSG include representatives from the private, public and third sectors and include representatives from organisations such as Coast to Capital Local Enterprise Partnership, DWP, BrightonandHoveJobs.com, Brighton & Hove Chamber of Commerce, Community Works, City College Brighton & Hove and Brighton & Hove City Council etc. Brighton & Hove City Council, Economic Development Team, is secretariat.

6. CONCLUSION

- 6.1 This paper provides an overview of apprenticeship activity within the council and key partners in the city. This is in the context of provision of apprenticeships as it currently stands. However the Government is introducing a new approach to apprenticeship provision and the new system will start within the next 12 months. New funding arrangements and the role of providers and business in the delivery of apprenticeships will change.
- 6.2 The work outlined in this paper will be reflected in the creation of the new City Employment & Skills Plan (CESP), which will address the challenges regarding the take-up of apprenticeships.

- 6.3 Brighton & Hove City Council, in discussion with the National Apprenticeship Service (NAS) through the Council Apprenticeship Group, will aim to ensure that apprentices and businesses are supported in the transition to the new apprenticeship system.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 7.1 There are no financial implications arising from the recommendation in this report.

Finance Officer Consulted: Jeff Coates

Date: 19/08/2014

Legal Implications:

- 7.2 There are no adverse legal implications arising from this report.

Lawyer Consulted: Bob Bruce

Date: 19.08.14

Equalities Implications:

- 7.3 The council's Apprenticeship Programme works to support unemployed residents into work and provides contributions to equality by ensuring people are supported into sustainable jobs.

Sustainability Implications:

- 7.4 The creation of apprenticeship opportunities and encouraging businesses in the city to employ apprentices will contribute towards the council's aspiration for growing a sustainable economy.

Crime & Disorder Implications:

- 7.5 Improving the employment prospects of the city's residents may contribute to reducing crime and anti-social behaviour.

Risk and Opportunity Management Implications:

- 7.6 If the activities to facilitate the creation and take-up of apprenticeships are not undertaken, there is a risk that apprenticeship numbers in the city will fall and this will impact negatively on the employment rate resulting in increased levels of benefit dependency.

Corporate / Citywide Implications:

- 7.7 The work described here accords with the corporate priority "We will lead by example by continuing the council's own commitment to apprenticeships". It is expected that the work undertaken to support apprenticeships will have a positive impact on young people and the wider economic prosperity of the city.

SUPPORTING DOCUMENTATION

Appendices:

None

Documents in Members' Rooms:

None

Background Documents:

None