

Committee:	Union Employee Consultation Committee	Agenda Item No.:	8.
Date:	1st September 2010	Category	
Subject:	Public Sector Apprenticeship Programme Update - April to June 2010	Status	Open
Report by:	Head of Human Resources and Payroll		
Other Officers involved:	Apprenticeship Co-ordinator		
Director	Chief Executive Officer		
Relevant Portfolio Holder	Councillor J.E. Bennett, Portfolio Holder for Performance		

RELEVANT CORPORATE AIMS

SOCIAL INCLUSION – Promoting Fairness, Equality and Lifelong Learning. Promoting the development of skills and learning within communities by creating 75 apprenticeships.

TARGETS

The subject matter contributes directly to a target in the Corporate Plan to Create 75 apprenticeship opportunities across the public sector by February 2011.

VALUE FOR MONEY

The proposals deliver value for money for the Council and its residents, by providing 75 apprenticeship places across the public sector, which will provide both work experience and training to NVQ Level 2, and should lead to a reduction in worklessness across the District.

THE REPORT

Following my report to Union Employee Consultation Committee in May 2010, the following Apprentices have been appointed during January to June 2010.

16-18 Year Olds		
Total Apprentices During Life of Project - 15		
Job Offered	Departments	No. Employed
Administrative Assistant	CSPD Finance Human Resources/Payroll	4

	CEPT	
Leisure Assistant	Leisure	4
TOTAL		8

Seven vacancies are currently in interview stages to advert with an expected start date of September 2010. These will be in areas covering Pest Control, Mechanic, Horticulture, Admin, IT, Craft Multi-skilled and Painter.

In terms of Apprentices being placed with partner organisations, and also within Bolsover District Council, the following have been recruited. The majority of these have started work but one CRB check remains outstanding and this is being escalated with the CRB.

18+ Apprenticeships with Partners			
Total Apprentices During Life of Project - 60			
Placements filled	Awaiting Starts	Vacancies Open/ Interviews in Progress	Total in progress
38	7	15	60
No of Potential External Placement Partners Identified			16

All of the above figures are @ 09/8/10 and a verbal update will be provided at the meeting.

The programme is slightly behind its FJF profile of 45 starts due to CRB checks having been slow to return.

Two Apprentices have achieved their frameworks (subject to verification).

One apprentice has moved to a full time job as a result of the programme.
Two apprentices have resigned to move in to other jobs.
Two apprentices have been dismissed.

All the apprentices on the programme from CBC & BDC attended an event in May 2010. The day included motivational guest speakers and financial advice from the FSA. Managers/supervisors were offered coaching and mentoring training on the same day.

A further event is planned for December 2010. Apprentices should be achieving their frameworks by then.

ISSUES FOR CONSIDERATION

Members of the Committee are asked to note progress being made on the Public Sector Apprenticeship Programme. A further update will be provided to the next meeting.

IMPLICATIONS

Financial : None – this project is externally funded by Future Jobs Fund and WNF

Legal : None (issues over employers liability insurance in discussion)

Human Resources : As outlined in the report

RECOMMENDATION that

The report be received.

ATTACHMENT: **N**
FILE REFERENCE: **N/A**
SOURCE DOCUMENT: **N/A**