

Committee:	Union Employee Consultation Committee	Agenda Item No.:	5.
Date:	15th November 2010	Category	*
Subject:	Public Sector Apprenticeship Programme Update; July - September 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 and Heritage Champion		

### **RELEVANT CORPORATE AIMS**

SOCIAL INCLUSION – 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 September 2010, the following Apprentices have been appointed during January to September 2010.

**The project is ahead of schedule and achieving outcomes as detailed below.**

#### **16-18 year old NEETs**

14 x 16-18 year old NEETs have been employed within BDC. A further candidate is in the process of pre employment checks.

<b>16-18 Year Olds</b>		
<b>Total Apprentices During Life of Project - 15</b>		
<b>Job Offered</b>	<b>Departments</b>	<b>No. Employed</b>
Administrative Apprentice	CSPD Finance Human Resources/Payroll CEPT Apprenticeship Team (HR) (awaiting start date)	5 (+1)
Leisure Apprentice	Leisure	4
ICT Apprentice	IT	1
Pest Control	Regeneration	1
Multi Skilled Trade	Housing Repairs	1
Painter / Decorator	Housing Repairs	1
Mechanic	Depot	1
<b>TOTAL</b>		<b>14</b>

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 there are seven CRBs outstanding. Three will have their start dates affected by this.

<b>18+ Apprenticeships with Partners</b>			
<b>Total Apprentices During Life of Project - 60</b>			
<b>Placements filled</b>	<b>Awaiting Starts</b>	<b>Vacancies Open/ Interviews in Progress</b>	<b>Total in progress</b>
50	11	0	60
No of Potential External Placement Partners Identified			18

All of the above figures are correct at the time of writing this report and a verbal update will be provided at the meeting.

10 have left the programme

Dismissed x 3

Moved area x 1

Resigned with no destination x 3

Found full time work x 2

Completed shortened contract x 1

Five apprentices have achieved their apprenticeship frameworks.

Currently eighteen placement partners have been engaged. More partners are involved in other aspects of the programmes successful delivery.

An apprentice event has been scheduled for December 15<sup>th</sup>. The event will only include BDC apprentices and will update them on progress and achievements to date. It will also allow apprentices a forum to discuss, capture and feedback their experiences. This will be feedback to the steering group by nominated apprentices along with suggestions for the future.

If representatives from the unions would like to attend and talk about unions and their role in general they would be welcomed.

### **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 have been resolved and contract variations for partners are been sent out.)

Human Resources : As outlined in the report

### **RECOMMENDATION**

**That the report be received.**

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