

Committee:	Union Employee Consultation Committee	Agenda Item No.:	5.
Date:	23rd February 2011	Category	
Subject:	Public Sector Apprenticeship Programme Update – October to December 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 November 2010, the following Apprentices have been appointed during January to November 2010.

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

16-18 year old NEETs

All 15 apprentices have been recruited and remain on programme at the time of writing this report.

Four apprentices in this age group have achieved their apprenticeship frameworks

18+ age group

60 have been recruited since January 2010, and 47 remain on programme.

13 have left the programme;

Dismissed x 3

Moved area x 1

Resigned with no destination x 5

Found full time work x 3

Completed shortened contract x 1 – now in employment

Six apprentices in this age group have achieved their apprenticeship frameworks

An apprentice event took place on 15th December 2010, and an evaluation of this event has been undertaken to learn lessons for the future. A detailed evaluation was provided to the Apprenticeship Steering Group on 31st January 2011 and is available from Mike Gibson, Apprenticeship Co-ordinator.

A survey of apprentices, by an external consultant, is also in progress. This survey is undertaken in three stages:

- At the start of the programme
- At the mid point in the programme
- At the end of the programme

The first stage has been completed with 56 Bolsover apprentices and 24 Chesterfield Borough Council apprentices. Stage two questionnaires have been completed by 22 Bolsover apprentices. The evaluation process is designed to test confidence and wellbeing throughout the different stages; as well trying to assess the impact being on the scheme has had on their attitudes to work, views of the training programme, and relationships with colleagues, friends and family. At the present time this is showing favourable impact on all of these qualitative measures which can be used alongside the numerical data relating to success rates for completion of the apprenticeship frameworks. Full details of the evaluation results so far were presented to the Apprenticeship Steering Group on 31st January 2011 and are available from Mike Gibson, Apprenticeship Co-ordinator.

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**