

Committee:	Union Employee Consultation Committee	Agenda Item No.:	6.
Date:	20 th April 2011	Category	
Subject:	Public Sector Apprenticeship Programme Update – October to March 2011	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

All others in this group are progressing with their qualifications.

18+ age group

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

15 have left the programme

Dismissed x 4

Moved area x 1

Resigned with no destination x 5

Found full time work x 3

Set up own business x 1

Completed shortened contract x 1 – now in employment

Six apprentices in this age group have achieved their apprenticeship frameworks. A number are on in the final stages of completion.

Some of the apprentices in both groups are moving up to level 3 apprenticeships or additional training interventions.

Surveys

A survey of apprentices, by an external consultant, is 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

Supervisors and managers have now been surveyed.

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.

A presentation, of the results so far, was given to the Apprenticeship Steering Group on 31 January 2011. Feedback was very positive but the sample size was too small to extrapolate a clear result. The return that is been received at the moment should make the results clearer and less skewed due to the sample size.

Pathways to Progression

Training in job search, CV construction, interview skills, etc has been scheduled for apprentices in March, April and May.

This is to be delivered in 5 day blocks to small groups by specialist trainers.

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**