

Committee:	Union Employee Consultation Committee	Agenda Item No.:	8.
Date:	10th August 2011	Category	
Subject:	Public Sector Apprenticeship Programme Update – April to June 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 E Watts, Leader of the Council and Portfolio Holder for Customer Service and People and Performance		

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 April 2011, the following Apprentices have been appointed during January 2010 to July 2011

16-18 year old NEETs

All 15 apprentices have been recruited and all remain on programme at the end of June. One apprentice has tendered his resignation with no destination (leave date 5 July 2011).

Five apprentices in this age group have achieved their level 2 apprenticeship frameworks

One has also achieved a 3 apprenticeship framework.
All others in this group are progressing with their qualifications.

18+ age group

61 have been recruited since January 2010 (one over profile), and 40 remain on programme.

21 have left the programme

Dismissed x 6

Moved area x 1

Resigned with no destination x 6

Found full time work x 6

Set up own business x 1

Completed shortened contract x 1 – now in employment

16 apprentices in this age group have achieved their apprenticeship frameworks.

2 have achieved their agreed outcomes if no framework existed.

A number are in the final stages of completion or in the process of verification.

A number of the apprentices in both groups have advanced to level 3 apprenticeships or additional training interventions.

Three apprentices are now looking at degree options.

Natural Leavers

The fixed term contracts of the first apprentices taken on to the programme will have expired by the date of the meeting. The true impact of the programme will now be tested as apprentices apply and gain jobs or return to benefits.

Surveys

A survey of apprentices and managers, by an external consultant, is still 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 outcomes are still inconclusive as the sample group are at different stages of the programme and thus returning different questionnaires. In addition the sample group for some stages remains small. Tangible patterns should emerge toward the autumn as more surveys are returned and collated.

The evaluation process is designed to test confidence and wellbeing throughout the different stages; as well trying to assess the impact the

scheme has had on their attitudes to work, views of the training programme, and relationships with colleagues, friends and family.

Pathways to Progression

Training in job search, CV construction, interview skills, etc took place between March, and June. The 5 day course to small groups gained fantastic feedback from candidates.

Case Studies

A number of case studies, covering apprentice, supervisor and organisational experiences are in the process of being written.

ISSUES FOR CONSIDERATION

Members of the Committee are asked to note progress being made on the Public Sector Apprenticeship Programme. The program has over delivered on starts, has largely been on schedule and is to date well under budget.

Further bids have been submitted to allow the continuance of the programme. More information relating to their success may be available in August 2011.

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 : Issues over employers liability insurance have been resolved and contract variations for partners have 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