

Committee:	Union Employee Consultation Committee	Agenda Item No.:	5.
Date:	30th November 2011	Category	
Subject:	Public Sector Apprenticeship Programme Update – July to September 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		

#### **RELEVANT CORPORATE AIMS**

SOCIAL INCLUSION – promoting the development of skills and learning within communities by creating apprenticeships

#### **TARGETS**

The subject matter contributes directly to a target in the Corporate Plan 2008-11:

- To create 75 apprenticeship opportunities across the public sector by February 2011

The subject matter contributes directly to a target in the Corporate Plan 2011-15:

- Produce a People Strategy 2011-15 by September 2011 and fully deliver milestones by March 2015, which has two milestones:
  - To review the feasibility of commencing a further apprenticeship programme by March 2012
  - To evaluate the Public Sector Apprenticeship Programme from the Corporate Plan 2008-11, by June 2012

#### **VALUE FOR MONEY**

The proposals deliver value for money for the Council and its residents, by providing 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 August 2011, the position as at the end of September 2011 is as follows:

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

Of the 15 apprentices recruited 8 remain on programme, and 9 have achieved their apprenticeship framework.

### **18+ age group**

Of the 61 recruited since January 2010 (one over profile), 30 remain on programme. 26 have achieved their apprenticeship framework (plus 2 x agreed outcomes).

### **All Apprentices**

Of the total apprentices 38 have now left the programme and 38 remain on programme. Of those who have left the programme this has been for the following reasons:

- Dismissed x 6
- Resigned x 20
- Reached end of contract x 12

Of those leaving the following reasons/destinations have been given:

- 16 gained employment
- 1 moved to self employment
- 1 university
- 1 part scholarship
- 1 moved area
- 1 returned to benefits (pregnant)
- 1 personal issues
- Remaining – destination unknown

### **Additional Training/Events**

Art of Brilliance – several courses provided and supervisor/partner events gained 5 star feedback.

Graduation/Success Event – 20 September 2011

Meeting and Minute Skills Training – planned for 11 October for 10 candidates

### **Survey**

- A survey of apprentices and managers, by an external consultant, is still in progress. This survey will not be completed until all 76 apprentices have left the programme.

### **Future Funding**

We have been advised that a funding bid to the Coalfields Regeneration Trust has been successful which will see a further 30 apprentices recruited with a provisional start date of February 2012.

More information will be provided as part of the next update report.

### **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 to cover the period October to December 2011.

### **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**