

Committee:	Union/Employee Consultation Committee	Agenda Item No.:	7.
Date:	7th March 2012	Category	
Subject:	Public Sector Apprenticeship Programme Update – February 2012	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 beginning of February 2012 is as follows:

16-18 year old NEETs

Of the 15 apprentices recruited 5 remain on programme, and 12 have achieved their apprenticeship framework. 1 has refused all help but only requires 15 minutes work to complete.

18+ age group

Of the 61 recruited since January 2010 (one over profile), 17 remain on programme. 37 have achieved their apprenticeship framework (plus 2 x agreed outcomes, 2x PETLS, 3 x NVQ2, 1x Food Hygiene, 2 x Key skills, 3 x dyslexia tests, 1 x L1 NVQ and 2 x technical certificates).

All Apprentices

Of the total apprentices 54 have now left the programme and 22 remain on programme. Of those who have left the programme this has been for the following reasons:

- Dismissed x 7
- Resigned x 10
- Resigned employment x 16
- Reached end of contract x 19
- Transferred to internal roles x 2

A full update on the destinations of apprentices will be provided, along with an evaluation of the programme at the end of June 2012.

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 – provided in 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, i.e. by June 2012.

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.

The placements being offered by placement partners are:

Business Administration
Electrical
ICT
Front of House
Theatre Support
Warehousing
Horticulture
Arts Technician
Construction

An induction week for all apprentices will take place week commencing 20 February 2012.

A further bid for a private sector apprenticeship scheme has been developed and submitted to CRT. BDC will be the lead financial body for the programme that will span the BDC, CBC and NEDDC districts. The local colleges will take the lead on recruitment. An update on this will be provided at the meeting.

ISSUES FOR CONSIDERATION

Members of the Committee are asked to note progress being made on the Public Sector Apprenticeship Programme in relation to Phase 1 and Phase 2, as well as the possibility of funding for a private sector apprenticeship scheme.

A further update will be provided to the next meeting.

IMPLICATIONS

Financial : None – this project is externally funded by Future Jobs Fund, WNF and CRT
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**