

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CORPORATE PARENTING CABINET COMMITTEE

13 JULY 2010

REPORT OF THE ASSISTANT CHIEF EXECUTIVE, CORPORATE DEVELOPMENT AND PARTNERSHIPS

UPDATE ON THE PILOT PHASE OF THE COUNCIL'S APPRENTICESHIP SCHEME

1. Purpose of Report

- 1.1 To provide a progress update on the pilot phase of the Council's Apprenticeship Scheme.

2. Connection to Corporate Improvement Plan / Other Corporate Priority

- 2.1 The Apprenticeship Scheme links with initiatives such as the Future Jobs Fund, Bridges into Work, the In and Out of Work Project and Council's Corporate Parenting role.

3. Background

- 3.1 The Apprenticeship Scheme was approved at Cabinet on 12th January 2010. The performance of the scheme, currently in its pilot phase, is continuously assessed against its forecast outcomes which are to invest in training provision and employment experience for individuals and to assist the Council be more productive, effective and competitive by addressing skills gaps and helping with the preparations for workforce planning and succession planning.
- 3.2 Keen to promote its Corporate Parenting role, and referring to the report to cabinet dated 12th January 2010 Development of an Apprenticeship Programme, Care Leavers will be encouraged to apply for an apprenticeship placement with the aim that the Council reserves one Apprenticeship Placement every 3 years for a Looked After Child leaving the care of the Council. The percentage of Looked After Young People leaving school with no formal qualifications had decreased significantly in recent years. The Council will build on this success by providing opportunities for employment and training for young care leavers through the Apprenticeship Scheme which it considers to be in line with its equality duties and its Corporate Parenting role.

4. Current situation

- 4.1 Since its approval on the 12th January 2010, the apprenticeship scheme's pilot phase has operated successfully within the Building Maintenance Section. To date:

- 20 students from Bridgend College's Construction Academy have been placed for assessment within Building Maintenance during college semesters
- 11 of those students demonstrated an element of potential and were invited for further assessment in Building Maintenance
- The quality of students placed has varied
- Students are exposed to the full trade experience whilst on placement and take an active role in tasks, working alongside time served tradesmen, whilst being productive
- Bridgend College works well in partnership with the Council recommending high caliber students for assessments. The Building Maintenance Section then tests the ability, attitude, commitment and motivation of students in real life work scenarios
- It is unclear which trades will be targeted for the formal apprenticeship placement
- One care leaver, who has expressed an interest in a painting and decorating apprenticeship has accepted an assessment placement during week beginning 14th June 2010 with a view to undertaking an extended period of work experience followed by enrolment on an appropriate course at Bridgend College's Construction Academy in September 2010
- A further student at the Construction Academy employed by a private engineering company was made redundant shortly before completing his apprenticeship training. BCBC has agreed to offer a work experience placement to this student to enable the conclusion of the apprenticeship training and facilitate final qualification.

5. Effect upon Policy Framework and Procedure Rules

5.1 None

6. Legal Implications

6.1 Cabinet has previously been advised of the Council's obligations when recruiting, in particular, it must appoint on merit and have due regard to equality legislation.

7. Financial Implications

7.2 The costs for piloting the scheme in the building maintenance unit will be funded as outlined in paragraph 4.10 of the Report to Cabinet, 12th January 2010, Development of an Apprenticeship Programme

8. Recommendation

That Corporate Parenting Cabinet Committee notes the contents of this report and determines whether to continue to monitor the implementation of the Apprenticeship Programme.

David Macgregor
Assistant Chief Executive, Corporate Development and Partnerships
7 July 2010

Contact Officer: Paul Williams, Human Resources Business Partner

Telephone: (01656) 643212

E-mail: Sarah.kingsbury@bridgend.gov.uk

Postal Address Corporate Development and Partnerships
Bridgend County Borough Council
Civic Offices
Angel Street
Bridgend
CF31 4WB

Background documents

**Report of the Assistant Chief Executive, Corporate Development and Partnerships,
Development of an Apprenticeship Programme**