

# **BRIDGEND COUNTY BOROUGH COUNCIL**

## **REPORT TO CABINET**

**22 JANUARY 2019**

### **REPORT OF THE CHIEF EXECUTIVE**

#### **WORK EXPERIENCE PLACEMENTS FOR SERVICE PERSONNEL LEAVING THE ARMED FORCES**

##### **1. Purpose of report**

- 1.1 The purpose of the report is to inform Cabinet of the introduction of a Work Experience Placement Scheme (the scheme) for personnel leaving the Armed Forces as part of the Council's commitment to the Armed Forces Community Covenant

##### **2. Connection to corporate improvement objectives/other corporate priorities**

- 2.1 This report assists in the achievement of the following corporate priority:
- Smarter use of resources – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

##### **3. Background**

- 3.1 Bridgend County Borough Council (BCBC) recognises that it has a role to play in helping those leaving the Armed Forces fulfil their potential in civilian life.
- 3.2 Many service leavers have a clear idea of what they would like to do in civilian life. This is often supported by training opportunities arranged by HM Armed Forces. However, service leavers may lack work experience pertinent to the occupation they wish to enter.
- 3.3 Other service leavers may have little idea of what they would like to do after the forces and take a long time to settle into civilian life.
- 3.4 These factors may lead to a delay in securing work, in-work poverty or unemployment.

##### **4. Current situation/proposal**

- 4.1 The introduction of the scheme supports Bridgend County Borough Council's Armed Forces Community Covenant.
- 4.2 The scheme will be part of the well established BCBC Work Experience Programme, which offers work experience placements to individuals from a wide range of ages and backgrounds.

- 4.3 The existing BCBC Work Experience Protocol, Managers Guidelines and supporting documents will be used to facilitate the scheme.
- 4.4 The scheme will offer service leavers valuable work experience in a civilian setting, support them to build links in their home community and provide them with additional employability support.
- 4.5 For the Council, the scheme may generate a wider selection of high quality candidates who may not otherwise have considered a career in local government.
- 4.6 A nominated lead within Employabilty Bridgend will be responsible for promotion of the scheme to regiments who recruit in South Wales, Armed Forces Charities and the two Veteran Hubs in Bridgend County.

## **5. Effect upon policy framework and procedure rules**

- 5.1 None.

## **6. Equality Impact Assessment**

- 6.1 As an equal opportunities employer the Council recognises that a diverse workforce, coming from all sections of the community, can improve services by offering different skills, experiences, backgrounds and cultures.
- 6.2 An initial screening has been undertaken which identifies that a full EIA is not required.

## **7. Well-being of Future Generations (Wales) Act 2015 implications**

- 7.1 The scheme contributes to the well-being goals: a Healthier Wales, a Prosperous Wales and a more Equal Wales.
- 7.2 The five ways of working have been considered as follows:
- Long term – this may help reduce the risk of health and welfare problems as a result of long term unemployment and in work poverty
  - Prevention - it may assist veterans to overcome barriers in finding civilian employment and support veterans to enjoy financial security and independence in later life.
  - Integration – the scheme will be shared with members of the Bridgend Public Services Board (PSB) to encourage them to implement their own work experience placement scheme for serving personnel about to leave the armed forces.
  - Collaboration – Commitment to providing work experience placements for those about to leave the armed forces will require the collaboration of all directorates and services within the council. Learning from the scheme will be shared with Bridgend PSB members
  - Involvement – the work experience placement scheme is supported by the Bridgend Armed Forces Covenant Forum. Membership of the forum includes

the council, private and public sector organisations, specialist armed forces charities, other 3<sup>rd</sup> sector organisations and veterans.

## **8. Financial implications**

8.1 There are no financial implications.

## **9. Recommendation**

9.1 It is recommended that Cabinet note the implementation of a work experience placement scheme for serving personnel about to leave the Armed Forces.

Mark Shephard  
Chief Executive

**Contact officer: Martin Morgans**

**Telephone: 01656 642154**

**Email: Martin.Morgans@Bridgend.Gov.UK**

**Postal address: Civic Offices, Angel Street, Bridgend**

**Background documents:**

None