

**NORTH LINCOLNSHIRE COUNCIL**

**CABINET**

**APPRENTICESHIP PROGRAMME UPDATE**

**1. OBJECT AND KEY POINTS IN THIS REPORT**

- 1.1 To report progress on the Apprenticeship Programme 2012/13.

**2 BACKGROUND INFORMATION**

- 2.1 North Lincolnshire has enjoyed an increase in the number of apprenticeship opportunities over the last two years of around 80%. In this period, the area has seen 740 additional apprenticeships created.
- 2.2 The council has put in place an apprenticeship programme. The first year has proven highly successful. The programme attracted over 370 applicants. Of these, 40 successfully secured an apprenticeship.
- 2.3 Over 50% of the April 2012 cohort are in full time work having completed their apprenticeship or have found full time work and are continuing with their qualification. A précis of some of the apprentices experiences is set out in appendix one.
- 2.5 The council recently advertised the apprenticeship programme that commences in April 2013. Around 160 applications were received, with 93 of these applicants shortlisted for interview. Interviews were held on 10 January 2012. As a result, 16 offers of apprenticeships across the council were accepted by young people, providing them with a real opportunity toward securing sustainable long term employment.

**3. OPTIONS FOR CONSIDERATION**

- 3.1 **Option One** - The Council continues to support the apprenticeship programme for 2013.

**4. ANALYSIS OF OPTIONS**

- 4.1 Option one is the only option. It will allow the council to continue delivering apprenticeship opportunities. North Lincolnshire has already

seen a 25% decrease in the number of young people classed as NEET (Not in Education, Employment or Training).

4.2 The programme has already seen 50% of the first cohort successfully find employment.

4.3 The extension of the 2013 programme, will see a further 30 apprenticeship opportunities created in the private sector. Officers will bring forward a separate report covering this issue for consideration by Cabinet in March 2013.

## **5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)**

5.1 There are no resource implications that require consideration.

## **6. OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17 CRIMES AND DISORDER, RISK AND OTHER)**

6.1 Recruitment to the posts was conducted fully in line with the council's diversity policy. There are no further implications that require consideration.

## **7. OUTCOMES OF CONSULTATION**

7.1 All parts of the council were consulted to determine the opportunities for apprenticeships in the council. The programmes that have operated to date and those planned for the future reflect the outcomes of these consultations.

## **8. RECOMMENDATIONS**

8.1. That Cabinet notes the content of the report and recognises the success to date of the apprenticeship programme operated by the council.

### **DIRECTOR OF PLACES**

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Date: 24 December 2012

### **Background Papers used in the preparation of this report –**

- Decision by the Regeneration Cabinet Member taken on 30 October 2012, titled; "Apprenticeship Programme"

**“The people in my office were really welcoming and friendly.**

**They explained everything and I felt like I could ask them if I was unsure of anything.”**

**APPRENTICE ADMINISTRATOR**



***“There is a lot of variety in my role, which I really enjoy as it keeps it interesting.”***

**APPRENTICE CUSTOMER SERVICE OFFICER**

**“I feel welcomed by both management and the team I work in.**

**Meeting councillors has made me feel appreciated and that the work I do is recognised.”**

**APPRENTICE LEGAL ADMINISTRATION ASSISTANT**




**“ The people I work with are great, and I have enjoyed having an insight into children’s services.”**

**APPRENTICE ADMINISTRATOR**

**'This apprenticeship has allowed me to gain confidence in my abilities, given me priceless experience as well as face to face contact with professionals and the general public, access to various programs and allowed me to work as a team with colleagues. I hope that all this will increase my abilities to pursue the career I want'**


**APPRENTICE ADMINISTRATOR**



***“An apprenticeship is a brilliant opportunity, you earn while you learn, and you get the experience while gaining a qualification. It's the perfect first step up the career ladder of your choice.”***


**APPRENTICE CUSTOMER SERVICE ASSISTANT**






**'As an apprentice I have gained so many new experiences that you can only get in the workplace, and I have felt my confidence build in the three months I have been here.'**

**APPRENTICE ADMINISTRATOR**



“I have settled in well and feel like part of my team. I can speak to them about any issues and I’m thoroughly enjoying my apprenticeship.”

**APPRENTICE ADMINISTRATOR**




**“I am enjoying the work,  
learning new things at a  
manageable rate and I’m well  
supported with the team.”**

**APPRENTICE ADMINISTRATOR**




***“I really enjoy working with my manager, and feel she has given me a lot of valuable experience.”***


**APPRENTICE IT OFFICER**




This is the first job I've had where  
I want to come to work.



“My team have been really supportive and fantastic to work with. I love all aspects of the job ”



I have settled in really well and  
feel very happy with the  
apprenticeship.



“I have a very good relationship with my managers. I have been able to talk to them about any issues and they have dealt with them.”