

NORTH LINCOLNSHIRE COUNCIL

REGENERATION CABINET MEMBER

APPRENTICESHIP PROGRAMME

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To approve the establishment of 10 new level two apprenticeship opportunities as part of the wider apprenticeship programme for April 2015 start.

2 BACKGROUND INFORMATION

- 2.1 An apprenticeship with the council allows someone to work in the council, earn a salary and gain a qualification at the same time. An apprenticeship lasts at least 12 months. It is open to anyone regardless of age or qualifications.
- 2.2 Since April 2012, the council has employed 87 apprentices. They have worked in a wide range of service area. These have included; business administration, sports development, horticulture, customer services and information technology. All apprentices work towards a level 2 qualification. Some go on to complete a level 3 qualification.
- 2.3 The apprenticeship programme has proven highly popular and successful. A number of apprentices have progressed into full-time sustainable employment.

3. OPTIONS FOR CONSIDERATION

- 3.1 To approve 10 new apprenticeship opportunities for April 2015.

4. ANALYSIS OF OPTIONS

- 4.1 This will allow the council to deliver additional apprenticeship opportunities at level two.

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

5.1 Financial

The council approved the Apprenticeship programme at full council. The costs will be met from within the existing budget.

5.2 Staffing

Apprentices will work a 37 hr week. The vacancies will be advertised through the council's website. Anyone who has previously expressed an interest via the postcard scheme will be contacted.

Young people will have an opportunity to attend an assessment centre. This will run as part of the Careers Event scheduled for 14 October 2014 at the Baths Hall.

5.3 There are no other resource implications

6. **OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)**

6.1 Officers have completed an integrated impact assessment for the project. No issues for concern were highlighted.

7. **OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED**

7.1 Individual services have contributed to developing the apprenticeship programme.

8. **RECOMMENDATIONS**

8.1. That the Cabinet Member approves the creation of 10 new apprenticeship opportunities for April 2015.

DIRECTOR OF PLACES

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Background Papers used in the preparation of this report - Nil