

**Report To:** Regeneration Committee                      **Date:** 2 September  
2010  
**Report By:** Corporate Director - Regeneration      **Report No:** RC/10/09/07/AF/SJ  
& Environment  
**Contact Officer:** Stuart Jamieson                      **Contact No:** 01475 712401  
**Subject:** Inverclyde Modern Apprentice Programme - Update

---

## 1.0 PURPOSE

- 1.1 The purpose of this report is to update Committee on the development and future delivery of the Inverclyde Council Modern Apprentice programme.

## 2.0 SUMMARY

- 2.1 At its meeting on 27<sup>th</sup> May 2008, Inverclyde Council's Policy and Resources Committee approved an investment of £300,000 to provide additional apprenticeship/trainee placements.
- 2.2 The Economic Development team developed a plan to recruit a total of 10 apprentices over the period 2008 – 2011, managed within the Workforce Development Team. This incorporated the recruitment of 6 individuals in year 1, with an additional 2 in each subsequent year.
- 2.3 To date the programme has exceeded on delivery with an additional 2 apprentices recruited and financially supported through the national Adopt an Apprentice programme. This activity is part-financed by Skills Development Scotland to support trainees made redundant during an extremely difficult period for the construction industry.
- 2.4 Existing trainees have performed excellently in achieving the occupational skills and knowledge required within their chosen fields, they are a credit to Inverclyde.

## 3.0 RECOMMENDATION

- 3.1 It is recommended that the Regeneration Committee recognise the excellent delivery of the Modern Apprentice programme, coordinated by the Skillseeker Co-ordinator.
- 3.2 As we are now entering the final phase of recruitment for the Modern Apprentice programme, give consideration to future funding opportunities to extend the delivery of the programme.

Stuart Jamieson  
Head of Regeneration and Planning

#### 4.0 BACKGROUND

- 4.1 Inverclyde Council approved a package of £300,000 to deliver an enhanced Modern Apprentice programme, to be delivered by Economic Development.
- 4.2 The workforce development team implemented a plan to consult with host departments and commenced recruitment, in year 1 the following posts were filled:-

Apprentice Gardener  
 Information Technology  
 Finance & Accounting  
 Business Administration \* 2  
 Electrician.

- 4.3 In year 2, the following posts were filled:-

Business Administration  
 Human Resources  
 Joinery \* 2 (part qualified through Adopt An Apprentice)

- 4.4 Recruitment completed for final tranche of apprentices  
 Business Administration \* 2 (Both progressions from the existing Skillseekers programme).
- 4.5 In addition and resourced through external construction companies, discussions have been held to recruit 6 part qualified apprentices in this current calendar year.
- 4.6 Discussions are ongoing with Human Resources in preparing an exit strategy for those individuals nearing completion of their apprenticeships.

#### 5.0 FINANCIAL IMPLICATIONS

- 5.1 Financial Implications – Annually Recurring Costs N/A

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments

#### 6.0 CONSULTATIONS

- 6.1 Consultations regarding the Inverclyde Council Modern Apprentice programme have included appropriate partners.