
Report To:	Environment & Regeneration Committee	Date:	27 October 2016
Report By:	Corporate Director – Environment, Regeneration & Resources	Report No:	E+R/16/10/03/SJ/SL
Contact Officer:	Stuart Jamieson	Contact No:	01475 712402
Subject:	Update on the Modern Apprentice Programme		

1.0 PURPOSE

- 1.1 Inverclyde Council continues to deliver a range of Modern Apprenticeships and the purpose of the report is to update Committee on programme delivery.

2.0 SUMMARY

- 2.1 In March 2016, Inverclyde Council was awarded a contract of £46,920 from Skills Development Scotland (SDS) to deliver 10 new Business & Administration Modern Apprenticeships. SDS funding covers training costs only and Inverclyde Council continues to provide additional funding for all wages costs.
- 2.2 Inverclyde Council have allocated additional resources for the creation of a further 4 Modern Apprentices, specifically 2 Accountancy MA's, 1 additional Business & Administration MA and 1 IT Technician.
- 2.3 Expressions of interest from Council and CHCP departments were requested in May 2016 from those able to host an MA. As in previous years the response was excellent, and all MA's are being placed in Departments that can provide them with the required range of work that will allow attainment of the SVQ, but also provides staff support and encouragement to the MA's as they begin their careers.
- 2.4 In June 2016, the Council commenced advertising for the 14 posts. All of the vacancies were for 16-19 year olds, participants will complete a Scottish Vocational Qualification (SVQ) Level 3 qualification and associated enhancements which will enable them to achieve the full Modern Apprenticeship qualification.

3.0 RECOMMENDATIONS

- 3.1 That Committee note the progress being made with programme delivery

4.0 BACKGROUND

- 4.1 Tackling Youth Unemployment is a key objective of Government at all levels and is a key aim for Inverclyde Council – as evidenced in the Single Outcome Agreement and the Youth Employment Activity Plan.
- 4.2 Inverclyde Council has a strong track record in delivering Modern Apprenticeships, traditionally these have been in the area of Business Administration but in recent years the programme has expanded to offer a wider range of occupational areas.
- 4.3 The delivery of Modern Apprentices is supported by Skills Development Scotland who provide employers with resources to provide for training costs – all participating trainees must be working towards appropriate qualifications.
- 4.4 As noted above, in June 2016 the Council commenced recruitment for an additional 14 new apprentices. The activity is supported by funds from SDS of £46,920 and all those recruited will have the opportunity to secure a level 3 qualification. Posts have been filled in Finance, IT, Environmental Services, Chief Executives, HSCP, HR and Education.
- 4.5 In addition to the 14 new MA's recruited in 2016, a further 15 current MA's recruited in previous years are progressing with their SVQ's and gaining valuable work experience that will enable them to be in a strong position to secure a positive destination on completion of their fixed term employment.
- 4.6 Positive outcomes for the MA programme remain high, with a positive outcome rate for completers that exceeds 90% on average. Completers usually opt for a job outcome, however, some choose to enter higher education as a route for career progression.

5.0 CURRENT POSITION

- 5.1 Inverclyde Council have allocated additional resources for the creation of a further 4 Modern Apprentices, specifically 2 Accountancy MA's, 1 additional Business & Administration MA and 1 IT Technician.
- 5.2 Expressions of interest from Council and CHCP departments were requested in May 2016 from those able to host an MA. As in previous years the response was excellent, and all MA's are being placed in Departments that can provide them with the required range of work that will allow attainment of the SVQ, but also provides staff support and encouragement to the MA's as they begin their careers.
- 5.3 Good progress has been made, funding has been secured and recruitment has commenced.

6.0 FINANCE

6.1 Financial Implications

One off costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £000	Virement From (if Applicable)	Other Comments
Modern Apprentice	Employability	1 st April 2016	£170,000		Annual recurring budget.

Legal

6.2 There are no legal implications arising from this report.

Human Resources

6.3 All posts are recruited with the support of HR.

Equalities

6.4 Service provision will facilitate diversity and equality in recruitment, all procedures will fall within the policy and practice of Inverclyde Council.

Repopulation

6.5 The delivery of the programme will provide key opportunities that will contribute to a reversal in population decline. It is recognised, however, there is no quick fix to this issue and continued investment in the most successful initiatives will be required to ensure continued progress.

7.0 CONSULTATIONS

7.1 Consultations with Departments have included all Heads of Service and appropriate Finance Officers.