

REPORT TO: COMMUNITY PLANNING BOARD 19 NOVEMBER 2009

SUBJECT: EMPLOYMENT OF YOUNG PEOPLE

**BY: MORAY COUNCIL, PLANNING & DEVELOPMENT MANAGER &
SENIOR EMPLOYEE ADVISER**

1. REASON FOR REPORT

1.1 To explore the possibilities of expanding the Council's new apprenticeship programme (Employment of Young People) to the Community Planning partners.

2. RECOMMENDATION

2.1 The Board is recommended to:

- (i) Endorse the discussions to expand the apprenticeship scheme to include all community planning partners, and to promote joint working with trainee placements, training, supervision and support.
- (ii) Nominate officers from each constituent partner organisation to engage in these discussions and explore opportunities to implement apprenticeship schemes.

3. BACKGROUND

3.1 At the meeting of the Moray Council on 14 May 2008, an allocation of £125,000 was made for year 2008/09 and £250,000 for each of the following three years. As a consequence of this 11 apprentices were recruited January 2009 and a further 12 apprentices September 2009, each intake being appointed for two years.

The Programme has been successful to the extent that managers are seeking placements from the intake of apprentices, for posts previously the preserve of graduates or experienced candidates. There has been a positive reaction to taking on enthusiastic, keen-to-learn young people, who are willing to try varied job tasks, and to commit to demanding training programmes.

4. PROGRESS AND PROPOSALS

4.1 The Council officers involved in the programme have advocated its extension to the CP partners, and have discussed its potential implementation with the College, NHS Grampian, and HIE/Skills Development Scotland.

4.2 Moray College is interested in the scheme and will be able to take one (perhaps two) apprentices in 2010.

4.3 NHS already employ a small number of apprentices (in construction) and although keen to develop new talent are unable to commit funds at this time for the introduction of a new intake.

- 4.4 Careers Scotland/Skills Development Scotland are interested in being part of the group but are unlikely to be an employer of apprentices in the foreseeable future. They are, however, the national agency which administers the National Training Programmes [including Skills Seekers and Modern Apprenticeships] and therefore clearly have an interest in informing and advising any employer who might be considering recruiting apprentices.
- 4.5 In these discussions, the Council officers have offered to advise, and work with, the CP partners in setting up programmes. This would include the recruitment and selection process; study and training packages; monitoring and feedback sessions; and funding options.
- 4.6 Part of the proposal discussions have been to examine ways in which the young people might be enabled to gain work experience across the partners organisations; and how the partners themselves might benefit from joint training; taking advantage of the wider range of job skills; and sharing of management and supervisory experience in progressing the apprentices.
- 4.7 There is a recognition that this is a particularly difficult time to promote employment of young inexperienced people when there is a downturn in the economy, and a trend to shed public sector jobs. However, in contrast to this, the age profile of public sector staff suggests that over the next 10 years there will be substantial loss of staff through retirement.

5. SUMMARY OF IMPLICATIONS

- (a) **Single Outcome Agreement/Service Improvement Plan**
Single Outcome Agreement. National Outcome no 2 (We realise our full economic potential with more and better employment opportunities for our people) Local Outcome no 5 (People in Moray will have access to better paid employment).
- (b) **Policy and Legal**
No statutory requirement at present.
- (c) **Resources (Financial, Risks, Staffing and Property)**
None to be found from existing community planning partners budgets. No known additional funding from government at this time.
- (d) **Consultations**
Consultations have taken place with a small number of partners to date.

6. CONCLUSION

- 6.1 The scheme is, so far, addressing the two presenting issues for which it was designed; the loss of young people to jobs elsewhere; and the difficulty of recruiting into technical/professional posts in Moray.**
- 6.2 It is forming the basis of a youth employment strategy which can be marketed in schools, and college, and eventually extended to all public and private sector employers in Moray.**

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Background Papers:

Ref: DJL/KT