

Report of the Head of Civic, Legal & Democratic Services

## **Review of CYC Apprenticeships & Other Work Based Learning Opportunities – Final Report**

### **Summary**

1. This report presents the final report arising from the review of City of York Council Apprenticeships and other work based learning opportunities. As Chair of the Effective Organisation Overview & Scrutiny Committee at the time of the review, Councillor Watt will attend this meeting to present the report.

### **Background**

2. In coming to a decision to review this topic, the Committee agreed the following aim and key objectives for the review:

#### Aim

To identify improvements to the Council's provision of apprenticeships and other work based training

#### Objectives:

- exploring the current arrangements
- identifying any external funding opportunities, particularly the targeting of specific vulnerable groups e.g. those with learning disabilities and NEETs
- identifying a reporting structure to measure the effectiveness and outturn of apprenticeships and other work based training

### **Consultation**

3. In support of the review the Committee consulted the Head of Human Resources & Organisational Development and considered information provided by her team.

## **Options**

4. Having considered the findings contained within the final report and its annexes attached, the Executive may chose to amend and/or approve, or reject the recommendations arising from this review.

## **Analysis**

5. An analysis of all of the information gathered, is shown at paragraphs 31 - 38 of the final report at Annex 1, with supporting information shown at Annex A. At the time of making their recommendations, the Committee agreed to endorse the draft Workforce Plan, with the expectation that this final report would be presented to the Executive at the same as that Plan. Unfortunately, this was not the case due the amount of business scheduled to go to the Executive at their meeting on 6 July 2010.

## **Recommendations Arising from the Review**

6. The Effective Organisation Overview & Scrutiny Committee endorsed the adoption of the Draft Workforce Plan considered by the Executive on 6 July 2010, and agreed the following additional recommendations:
  - i. That Directorates be encouraged corporately to increase the number of apprenticeships they offer
  - ii. That the proposed framework as detailed in Annex A, be adopted
  - iii. That recruitment and training be identified in order to improve and maintain a more balanced workforce age profile across each Directorate.

## **Corporate Strategy**

7. This review supports a number of the aims within the Council's corporate strategy i.e. making York a 'learning city,' inclusive city' and 'effective organisation'.

## **Implications Associated with the Recommendations Arising from the Review**

8. **Equalities** - The diversity objective in the Workforce Plan will help the Council to meet its Inclusive City objectives.
9. There are no known Financial, Legal, HR, Crime & Disorder, ITT, Property or other implications associated with the recommendations arising from this review.

## **Risk Management**

10. There is no known risks associated with the recommendations arising from the review of City of York Council Apprenticeships and other work based learning opportunities.

## Recommendations

11. Members are asked to:

- i. note the contents of the final report attached and its annexes
- ii. consider the recommendations as shown at paragraph 6 of this cover report.

Reason: To fully inform the Executive of the outcome of the review of the council's Apprenticeships and other work based learning opportunities..

## Contact Details

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**Report Approved**



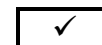
**Date**

14 May 2010

**Specialist Implications Officer(s)**

**Wards Affected:**

All



**For further information please contact the author of the report**

**Background Papers:** None

### Annexes

Annex 1 – Final Report

Annex A – Proposal for reporting structure & lines of accountability

### Committee Members

Councillor J Watt (Chair)

Councillor D Horton (Vice-Chair)

Councillor A D'Agorne

Councillor B Boyce

Councillor J Gunnell

Councillor K Hyman

Councillor P Firth

Councillor R Watson