

### Membership

#### Councillors

Liz Yates (Chair)  
John Allin (Vice Chair)  
LB Cooper  
V H Dobson  
● Sybil Fielding  
● Michelle Gent  
Wendy Quigley  
Martin Wright  
Stuart Wallace

● absent

#### Statutory Co-optees

- Edward Hayes  
James Parry  
David Richards
- John Rudd

#### Officers

Sara Allmond – Governance Officer  
Helen Lee – Scrutiny Officer  
Marjorie Toward – Service Director HR Services, Corporate Services  
Chris Donkin – Compact Facilitator  
Terry Laws – Learning and Skills Council  
Richard Kisgory – National Apprenticeship Service

### 1. Apologies for absence

Apologies for absence were received from Councillors Sybil Fielding and Michelle Gent.

### 2. Declarations of interest

There were no declarations of interests.

### 3. Apprenticeships Review Briefing

Marjorie Toward and Chris Donkin gave a presentation on the work of the Nottinghamshire Public Sector Compact and the key role the Compact had

to play in increasing the number of apprentices employed in the public sector. Since its launch in February 2009, the Compact had been instrumental in increasing the number of apprentices employed in the sector. The Compact had hosted good practice events, developed case studies and provided peer support for organisations that had under-developed approaches to taking on apprentices.

In response to members' comments and questions, Ms Toward and Mr Donkin stated:

- Apprentices could be any working age, but were predominately focussed on young apprenticeships due to the difficulties in getting funding for over 18 year olds. The budget for 25 years plus was under severe pressure.
- There were still some apprenticeship schemes with football and cricket clubs, but these did not come under the work of the Compact which focussed on the public sector.
- If an employer found they had a need for an apprenticeship framework that did not currently exist, National Apprenticeship Scheme (NAS) would support the creation of the framework.
- It was proving difficult to work with some schools and this was being looked at through the Local Authority. There was currently active recruitment through word of mouth.
- The possibility of including the requirement for companies tendering for work from the Council, such as building companies, to employ apprentices was being investigated by Legal Services.
- The training programme was attached to the individual apprentice so if the apprenticeship broke down before it was completed the apprentice could move to another company or it could be brought in house to the NAS to be completed.
- There were three main levels of qualifications plus a higher level which was more specialist.
- Nottinghamshire County Council had signed a Skills Pledge in 2008.
- The intention was to increase the number of apprenticeships at the Council and there were specific areas where there were skill shortages.
- The Workforce Strategy was identifying where the number of apprenticeships could be increased. There were particular concerns regarding an aging workforce. It was planned to offer retraining for those facing redundancy.
- There were currently apprenticeships in Administration, Highways and Social Care and it was planned to develop further frameworks, working with partners.

- It was important to get the frameworks in place first and then start recruiting applicants, as they left school.
- Taking on school leavers as apprentices was a good way of growing the Councils own staff and retaining them.

#### **4. Managing the Programme of Work**

The programme of work for the review was discussed.

It was agreed to have the next meeting of the Apprenticeships Sub Committee on Monday 8 March 2010.

The meeting closed at 3.20pm.

CHAIR

Ref: m\_8Feb10