

### 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  
Terry Laws – Learning and Skills Council  
Richard Kisgory – National Apprenticeship Service

### 1. Minutes of meeting on 29 March 2010

The minutes of the meeting held on 29 March 2010, were confirmed as a correct record and signed by the Chair.

### 2. Apologies for absence

Apologies for absence were received from Councillors John Allin, Sybil Fielding, Wendy Quigley and Stuart Wallace.

### **3. Declarations of interest**

There were no declarations of interests.

### **4. Apprenticeships Review Briefing**

Marjorie Toward, Service Manager HR Services, Corporate Services gave an update on the work being done in relation to apprenticeship schemes and also provided information on how the Council as an employer was developing apprenticeships.

A report had been circulated, which had been presented at the You Make A Difference Board and showed a snapshot of the number of apprenticeships there were as at December 2009. Since then all 3 programme led apprenticeships in Adult Social Care & Health had finished and of the Corporate Services (Build Direct) apprentices, only 1 remained who had nearly finished. 45 apprenticeships remained in the Children & Young Peoples department at Eastbourne Centre, which were programme led.

An action plan for the Council having apprenticeship schemes was being drawn up. In the first tranche, 20 apprenticeship places would be created. How the apprenticeships were to be funded was a key area being looked at. Each apprenticeship would be for a 12 month placement, with training being accessed externally through the Skills Funding Agency. Accessing the external funding would be key to getting the scheme up and running whilst the departments taking on apprentices would need to be able to fund the £95 a week to pay the apprentice a weekly wage.

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

- The 20 apprenticeships would be in addition to the programme led childcare apprenticeships already in place.
- Meetings were being held with various groups to try and pull the provision of apprenticeship schemes together.
- Children's Trust may be able to draw in partners to enable to scheme to grow beyond the Council.
- The apprenticeships scheme was part of the Workforce Strategy being developed to encourage younger people to work for the Council.
- The cost of administering the scheme for the first 20 apprenticeships was being absorbed by the Council, external funding would cover the external training, so the each department would need to fund £95 a week in wages for the apprentice.
- Discussions were being held with the Director of Children & Young People to ensure that there was support for apprenticeships.

In response the questions and comments Mr Laws and Mr Kisgory stated: -

- The Engagement and Enrichment Division of the Youth Support Service were willing to co-ordinate the apprenticeships scheme for the County Council as they were already co-ordinating the childcare apprenticeships.
- Changes to legislation would mean that from April 2011, all apprentices had to be paid and be given a contract of employment which would mean that programme led apprenticeships could no longer take place. This would have a dramatic effect on the apprenticeship schemes currently offered.

It was agreed: -

1. to note the report.
2. to receive a model of how the apprenticeships scheme would work within the authority from Marjorie Toward, Service Manager HR Services, Corporate Services

## **5. Discussion of evidence gathered during visits**

The Sub Committee discussed the visit to the Eastwood Centre, Engagement and Enrichment Division which Members found to be very worthwhile. Members found the enthusiasm of the staff overwhelming and the willingness of the department to get involved in the running of the apprenticeships scheme for the whole County was to be commended.

The Centre offered opportunities for young people to gain skills working with their hands, which was very useful. The e2e (Entry to Employment) were fantastic with a good success rate.

Once the young people were in a routine of arriving on time and staying until home time, the main hurdle had been achieved and the day could be filled with learning.

It was not always the case that just because a programme was good it was well co-ordinated. The programme needed to have support from higher up and be seen as a priority by the highest level. It was felt that if the support already existed, there would already be young people working for the Council.

It was agreed to hold a visit to Ashfield School on 29 April and possibly hold a visit to A1 Housing.

## **6. Review Conclusions**

Members felt that a strategic view was needed and were encouraged that discussions were being held with the Director of Children & Young People regarding support for apprenticeship schemes at the Council.

It was agreed that a further meeting was required following the visit to Ashfield School before conclusions could be reached. The meeting would be held on Tuesday 18 May 2010 at 2pm at County Hall.

The meeting closed at 2.30pm.

CHAIR

Ref: m\_26Apr10