

Post Scrutiny - Executive Response

In Respect of: Scrutiny Review on Apprenticeships in Tameside

Date: 12th December 2012

Cabinet Deputy: Councillor John Taylor (Deputy Executive Leader)

Partnership: Prosperous Delivery Board

Recommendations	Accepted/ Rejected	Executive Response	Officer Responsible	Action By (Date)
1. That the Council work with partners to monitor the number of 18 to 24 year olds in receipt of JSA for more than 6 months. Providing a comprehensive network of support to help reduce long term unemployment in the borough.	Accepted	The Council is committed to working in partnership with job centre plus to monitor the number of 18 to 24 year olds in receipt of JSA, in particular those in receipt for more than 6 months.	Kate O'Donnell	Ongoing
2. That the Council work towards creating new initiatives that encourages local businesses to employ apprentices, allowing apprenticeship growth in the borough to be sustainable.	Accepted	The Council is committed to working with public, private and voluntary sector partners through the Prosperous Tameside Delivery Board and its subgroups, to increase opportunities for young people to develop their skills, including apprenticeships and work experience.	Kate O'Donnell	Ongoing

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3. That through effective workforce planning, the Council ensures that where possible long term employment is available to people that have completed an apprenticeship.	Accepted	The Tameside Apprenticeship Programme has been designed to enable the apprentice to receive the high level training and development and through rotational placements within the Council. The Council whilst having to reduce the size of its workforce continues to be committed to the development of young people, succession planning and shaping the future workforce through successful apprenticeships	Tracy Brennand	Already in place
4. That through the delivery of the Tameside apprenticeship fair the Council and partners offer work placement and volunteering opportunities to allow people to gain experience and improve their employability.	Accepted	The Council is in the process of developing a work experience and work placement with the core purpose of providing opportunities for young people to undertake work and development placements to enable them to be work ready and reduce worklessness within the Borough. A Tameside Volunteer Scheme has recently been developed and is in the process of being launched with the whole workforce.	Tracy Brennand/Carl Baron	31 January 2013
5. That the Council introduce a rotational system during the first year of the apprenticeship programme, allowing apprentices to gain experience across a number of service areas.	Accepted	The Tameside Apprentice Programme is being developed further to ensure rotational work placements are in place and support the continued development of the Apprentice	Tracy Brennand	31 March 2013

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6. That the Council introduce a new exit interview for apprentices, to improve support mechanisms and allow the Council to adapt and meet the needs of apprentices.	Accepted	Exit interview processes are already in place within the Council. These will be further reviewed to ensure that quality feedback is obtained when an apprentice leaves. A key member of the Organisational Development team is identified as lead on the Tameside Apprentice Programme.	Tracy Brennand	31 December 2012
7. That the Council work in partnership with Tameside College and local schools to ensure that secondary school pupils continue to receive information and guidance about apprenticeships.	Accepted	The Tameside Apprentice Programme and work experience/placement scheme will be shared with all schools to encourage the take up and use of apprenticeships, along with the provision of work experience/placements both within the Council itself and partner organisations	Tracy Brennand	31 March 2013
8. That the Council work in partnership with New Charter and other organisations to provide a joint apprenticeship event in the future, which will share the demand on resources and improve outcomes.	Accepted in principle	The Council is currently considering how best to approach the process for recruitment of Apprentices in 2013. Although the Apprentice Fair was well attended in 2012, it is appropriate to consider whether alternative approaches with our partners would be more appropriate. Discussions have commenced to progress plans with our partners for 2013	Kate O'Donnell	Ongoing

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9. That the Council, New Charter and partners work in collaboration with approved local businesses to provide unsuccessful candidates with the details of additional apprenticeship opportunities.	Accepted	This approach is currently undertaken by the Council and New Charter.	Kate O'Donnell	Ongoing