

To: Customer and Communities Policy Overview & Scrutiny Committee

By: Mike Hill, Cabinet Member for Communities Services and Amanda Honey, Corporate Director Customer and Communities Directorate

Date: 8th July 2011

Subject: KCC Apprenticeships

Classification: Unrestricted

Summary To update members of the committee of the latest position regarding the employment of Apprentices following the completion of their Apprenticeship within KCC

FOR INFORMATION

1. Introduction

When KCC introduced Kent Success four years ago the take up of apprenticeships within the council was limited, and the limited delivery was very much on an ad hoc basis. Over the years the programme has developed and grown so that now there are approximately 80 apprentices employed at any one time. The target within Bold Steps for Kent is to deliver 350 apprentices over the next four years.

KCC has come to accept apprentices as a valuable resource, and has recently changed its recruitment policy so that the three entry level grades can only be recruited from an apprenticeship pool, unless there is a strong business case not to do so, and having considered employees who are at risk of redundancy.

2. Moving into Employment

As of March 2011, 405 young people have undertaken an Apprenticeship within KCC. Of those who have completed their Apprenticeship, 76% have achieved their full qualification. This is higher than the national achievement rate of 67.5% over the same four year period (2006-2011) for 16 to 24 year olds.

KCC provides Apprentices with continued support to find employment as they come to the end of the Apprenticeships. This includes:

- Job search workshops – CV writing, interview techniques
- Personnel Support – guaranteed interviews if minimum criteria met, recruitment into KR2-4 roles where appropriate, one to one support from

Personnel where necessary

- Access to Kent Top Temps

Of the 216 young people who have achieved their Apprenticeships within KCC, 87% have moved in to full time employment at the end of their Apprenticeship. This compares favourably with the national average for moving into employment on completion of an Apprenticeship, which is 90%. It should be noted that the Apprentices taken on within KCC are done so on a supernumerary basis and on a fixed term Apprenticeship contract for the duration of their qualification. Nationally, the majority of Apprentices are taken on into real vacancies within an organisation.

The following table shows the destination of all those who have completed their Apprenticeship within KCC.

Job in KCC	Job in Private Sector	Job in Public Sector	Unemployed	Further Study	Full Time Parent	Health Problem	Unknown
133	41	14	17	7	2	1	1
62%	19%	6%	8%	3%	1%	0.5%	0.5%

3. Conclusion

The benefits of completing an Apprenticeship are clear from the figures above. The support Kent County Council provides to the Apprentices within the organisation ensures that they are able to move into employment and start their careers using the skills they have learnt within the authority

4. Recommendations

Members of the POSC are asked to note latest position regarding the employment of Apprentices following the completion of their Apprenticeship within Kent County Council.

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