

ANGUS COUNCIL

DEVELOPMENT AND ENTERPRISE COMMITTEE – 19 AUGUST 2014

YOUTH EMPLOYMENT

REPORT BY CHIEF EXECUTIVE

ABSTRACT

This report seeks to inform the Committee of the progress towards the recruitment of Modern Apprenticeships within the council and to set out the key actions in 2014-15 to further support youth employment.

1. RECOMMENDATION(S)

It is recommended that the Committee:

- (i) note that the council achieved 26 Modern Apprenticeship (MA) starts within its commitment to youth employment in 2013-14
- (ii) support the economic development Towards Employment Team (TET), with the further development of the council's corporate response to youth employment through the initiatives outlined in this report; and
- (iii) delegate authority to the Chief Executive and Strategic Directors to implement recommendations that are proposed from findings outlined in the work streams in this report

2. ALIGNMENT TO THE ANGUS COMMUNITY PLAN/SINGLE OUTCOME AGREEMENT/CORPORATE PLAN

2.1 This report contributes to the following local outcome(s) contained within the Angus Community Plan and Single Outcome Agreement 2013-2016:

- We have a sustainable economy with good employment opportunities
- Angus is a good place to live in, work in and visit

3. BACKGROUND

3.1 Reference is made to Article 7 of the minute of meeting of the Strategic Policy Committee of 19 March 2013 which refers to the council's and the Angus Community Planning Partnership's commitment to youth employment.

3.2 This report outlined the Scottish Government's commitment to youth employment and its intent to 'secure senior level commitment across the public sector to support young people into work'.

3.3 This was expressed as:

- Offering modern apprenticeships, work experience and student placements.
- Making use of community benefit clauses or influencing the supply chain in other ways to create opportunities for young people.
- Increasing the proportion of young people in the public sector workforce.

4. CURRENT POSITION

- 4.1 In March 2013 the council supported the TET to progress its commitment towards youth employment on behalf of the Community Planning Partnership by setting a notional target of 30 MA posts within the council.
- 4.2 Over 2013/14 the team have worked with departments across the council to achieve 26 out of the 30 posts.
- 4.3 In addition to working towards this target, human resources within the council worked with the team to ensure that a robust and fair recruitment process was also implemented and that recruitment was on-line through the council jobs portal, MyJobScotland.

5. PROPOSALS

- 5.1 As previously agreed by Committee, the TET will coordinate the corporate response to youth employment and the following work streams which have been identified for 2014-15 (these are also in line with the aims of the Angus Employability Partnership and the Angus Economic Strategy Action Plan 2014/15):

5.2 Modern Apprenticeships

To continue to co-ordinate the council's MA programme and to work with departments to create 30 MA posts during 2014/15. This will include the establishment of an internal MA forum attended by nominated individuals within services that are able to support MA opportunities.

5.3 Shared Apprenticeship Scheme

Article 7 of the meeting of Angus Council of 20 June 2013 (Report 397/13) noted Committee agreement to explore the establishment of a shared apprenticeship scheme across the council. It is hoped that 12 construction related apprentices will gain employment through an established company led by the private sector and supported by the public sector.

5.4 Graduate recruitment

There are a number of graduate programmes currently offered across Scotland that take a number of different formats. The TET will work with departments to identify the most appropriate route for services to pursue, particularly those with workforce planning issues.

5.5 Work placements – Certificate of work readiness

The TET is in the process of gaining its accreditation to deliver the certificate of work readiness so the team can deliver this employer based qualification throughout the council.

- 5.6 This will be piloted in 2014/15 across the council and can be delivered through the Skills Development Scotland Employability Fund contract awarded to TET.

- 5.7 Placements will target 16-19 year olds and in some cases will be funded through the contract (£55 per week for each candidate).

- 5.8 This programme involves employers committing to 190 hours of work experience for each participant and can be used as a transition on to the Modern Apprenticeship Programme within the council or the private sector.

5.9 Additional support needs and disabilities

As part of developing the council's response to youth employment it is recognised that there needs to be more structured support for those with additional support needs and disabilities.

This work requires additional exploration and the team will engage with other local authorities across Scotland to identify best practice and ways in which it can further support those with additional needs to help them enter the world of work.

5.10 Horizontal themes

In addition to the areas outlined above it should also be noted that work on Community Benefit Clauses through procurement and the development of the third sector are also key supporting themes for the work of the team and the Community Planning Partnership.

6. FINANCIAL IMPLICATIONS

- 6.1 There are no additional financial implications arising from this report as existing resources within services will be utilised to support the recommendations.

**RICHARD STIFF
CHIEF EXECUTIVE**

NOTE: No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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