

TORBAY COUNCIL

Cabinet Response to the recommendation of the Children and Young People's Overview and Scrutiny Sub-Board – Internships

Recommendation 1:

That the Cabinet be requested to work with Council Directors to identify more opportunities for internships within Torbay Council and SWISCo for our young people, including those with SEND.

Response:

The Head of SEND has met with HR to consider how as a Councils we embed a shared responsibility to improving the life chances for our children with SEND and support the opportunities within “the family firm” to enable them to have the prospect of employment within the Council.

Council Directors and the Chief Executive have subsequently met to consider a report detailing the proposals. The paper was presented by the Director of Corporate services and HR, who will lead on the implementation, in consultation with the Section 151 officer/Head of Finance to identify funding arrangements.

Several actions are being taken forward to enable the Council to support engaging with five cross Council apprenticeships/internships positions in the next year with a further five to be progressed for the subsequent year. It was acknowledged that a level of support would be required to ensure that we do not just offer a work opportunity but offer a model of support to maintain the employment. This will require financial support to deliver a support package. For every vacant post, and before we go to market we should ask ourselves, can this be an internship or apprenticeship and this needs to be specifically recorded in the councils establishment control (ECAN) process.

Opportunities within the Council are important, but we need to consider ways we may anchor organisations to develop people across several areas to help them into or to maintain employment

Furthermore, we will extend the opportunities to offer every care experienced young person a work experience placement within the Council alongside an offer to support via mentoring and peer support opportunities.