



**Meeting:** Council

**Date:** 27 February 2014

**Wards Affected:** All

**Report Title:** Torbay Council Employing Apprentices Strategy

**Is the decision a key decision?** No

**When does the decision need to be implemented?** After the call-in period

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## **1. Purpose and Introduction**

- 1.1 The introduction of a formal Employing Apprentices Strategy for Torbay Council. Whilst Torbay Council does employ Apprentices, its does not have a formal approach to Recruitment and opportunities for Apprentices remain low. Human Resources wishes to work with Business areas to increase the number of Apprentices with a clearly defined target. Identifying Apprentice opportunities and developing key skills that the workforce of the future will require. This will support the Council in its role as Corporate Parent and demonstrate its commitment in terms of Corporate Social Responsibility.

## **2. Proposed Decision**

The Mayor be recommended:

- 2.1 That the Council support and formally adopt the Apprentice Strategy, as set out in appendix 1 to this report.

## **3. Reason for Decision**

- 3.1 To increase the number of employment opportunities within the Council for Apprentices. To show that the Council can lead by example within the local community with regards to its employment of Apprentices and to support the Overview and Scrutiny recommendations of the 'Youth Unemployment in Torbay' report and support recommendations of 'Torbay Gains' report.
- 3.2 The adoption of this strategy would have a positive impact on youth unemployment within Torbay as the Council would be creating Apprentice Employment opportunities.

## Supporting Information

### 4. Position

- 4.1 Full position within Strategy, appendix 1. ***It should be noted that there will be associated employment costs of introducing the Strategy, however, these will be met from existing salary budgets as agreed by Senior Leadership Team who have agreed to top slice existing budgets. Full estimated costs are detailed in the Targets attachments.***

### 5. Possibilities and Options

- 5.1 The only other option is to carry on with the status quo and recruit Apprentices through the normal Recruitment and Selection processes; however, without a formal approach to employing Apprentices and target, the Council is unlikely to see significant growth in the recruitment within this age range.

### 6. Fair Decision Making

- 6.1 Consultation has taken place with internal Council Officers and the formal Strategy is currently out for Consultation with Torbay Council Single Status Trades Unions membership. By adopting this Strategy the Council will focus its Recruitment of the Apprentices within the 16-24 age range.

### 7. Public Services (Social Value) Act 2012 – N/A

### 8. Risks

- *The Council not meeting national trends of needing to create and employ more Apprentices.*
- *The employment age profile of Torbay Council is ageing and by not implementing a formal strategy and target the employment of those in the 16-24 age profile is unlikely to increase through normal recruitment and selection processes.*
- *Torbay Council as Corporate Parent not leading by example within the local community and using its influence to ensure that young people have access to:*

*Right careers education, information, advice and guidance;  
Right skills; and the right employment opportunities.*

## Appendices

Appendix 1 - Torbay Council Employing Apprentice Strategy

Appendix 2 - Torbay Council Target and associated costs

Appendix 3 - EIA – Equality Impact Assessment and age profile

**Additional Information:** [Apprenticeships.org.uk](http://Apprenticeships.org.uk)