

<b>DECISION-MAKER:</b>	<b>SCRUTINY PANEL B</b>		
<b>SUBJECT:</b>	APPRENTICESHIPS INQUIRY MEETING 2: EMPLOYERS' PERSPECTIVE		
<b>DATE OF DECISION:</b>	23 <sup>RD</sup> MAY 2013		
<b>REPORT OF:</b>	HEAD OF COMMUNITIES, CHANGE AND PARTNERSHIPS		
<b><u>CONTACT DETAILS</u></b>			
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<b>STATEMENT OF CONFIDENTIALITY</b>
None

### **BRIEF SUMMARY**

This report provides details for the second meeting of the Inquiry examining apprenticeships in the city. This meeting will review employer experiences of apprenticeships recruitment, training and support.

There will also be five presentations, followed by questions from the Panel. The presentations will highlight:

- Local support arrangements for large employers, and small and medium-sized enterprises (Ian Smith, National Apprenticeship Service)
- Working with SCC Employment and Skills Plans (Anthony Dimmick, Barratt homes)
- Apprenticeship recruitment issues as a large employer (Anita Esser, University Hospital Southampton NHS Foundation Trust)
- Apprenticeship recruitment issues as a small and medium-size enterprise (SME) (Marc White, Amicus ITS)
- Apprenticeship recruitment with SCC Housing Services (Mark Burnett and Debbie van Coller, SCC Housing Officer)

### **RECOMMENDATIONS:**

- (i) The Panel is recommended to consider the information provided by the presentations and use this, alongside the appendices, as evidence in the inquiry.

### **REASONS FOR REPORT RECOMMENDATIONS**

1. To enable the Panel to analyse the evidence in order to formulate findings and recommendations at the end of the inquiry process.

## **ALTERNATIVE OPTIONS CONSIDERED AND REJECTED**

2. None

### **DETAIL (Including consultation carried out)**

3. The second meeting will review employer experiences of apprenticeships recruitment, training and support.
4. The presentation from the National Apprenticeship Service (NAS) will be given by Ian Smith, Employer Account Manager for the South Central region. He will outline the support NAS provides for large employers and small medium-sized enterprises (SMEs). Background documents provided as appendix one will provide the panel with information relating to recruitment, apprenticeship grant and an employer's leaflet.
5. Anthony Dimmick, Community Liaison Manager for Barratt Homes will give evidence to the panel of his experiences of working with the council's employment and skills plans.
6. Anita Esser, Head of Wider Healthcare Teams Education, Training and Development, University Hospital Southampton NHS Foundation Trust will give evidence to the panel on the experiences of recruiting apprentices by a large employer. Marc White, Director of Sales at Amicus ITS will outline to the panel his experiences as a SME on recruiting and supporting apprentices.
7. The final presentation outlining the role of apprenticeships in the Council's Housing Service will be given by Mark Burnett and Debbie van Coller, background documents are attached in appendix two.
8. Additional background documents for the panel include a case study from Balfour Beatty on their experiences as a strategic partner of the council on recruiting apprentices, a paper outlining the current model used in Germany who has one of the lowest unemployment rates in Europe. An example of an Employment and Skills Plan which details the work carried out by Barratt Homes.
9. Two papers relating to employers and apprenticeships, one written by Chartered Institute for Personnel Development (CIPD) and the other written by UK Commission for Employment and Skills. The final document is written by the Centre for Cities and will inform the panel of the economic situation of the Solent LEP area.

## **RESOURCE IMPLICATIONS**

### **Capital/Revenue**

10. None

### **Property/Other**

11. None

## **LEGAL IMPLICATIONS**

### **Statutory power to undertake proposals in the report:**

12. The duty to undertake overview and scrutiny is set out in Section 21 of the Local Government Act 2000 and the Local Government and Public

Involvement in Health Act 2007.

**Other Legal Implications:**

13. None

**POLICY FRAMEWORK IMPLICATIONS**

14. None

**KEY DECISION?** No

<b>WARDS/COMMUNITIES AFFECTED:</b>	All
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**SUPPORTING DOCUMENTATION**

**Appendices**

1.	NAS update
2.	Apprenticeships in Housing Services
3.	Apprenticeships at Balfour Beatty
4.	Apprenticeships in the German system
5.	Example of Employment and Skills Plan – Hinkler Parade (Barratt Homes)
6.	‘Apprenticeships that Work – A Guide for Employers’ (Chartered Institute of Personnel Development, February 2012)
7.	‘Employer Ownership of Skills – Building the Momentum’ (UK Commission for Employment and Skills, March 2013)
8.	An Economic Assessment of the Solent area (Centre for Cities)

**Documents In Members’ Rooms**

1.	None
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**Equality Impact Assessment**

Do the implications/subject of the report require an Equality Impact Assessment (EIA) to be carried out.	No
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**Other Background Documents**

**Equality Impact Assessment and Other Background documents available for inspection at:**

Title of Background Paper(s)

Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)