

Agenda item:

**Title of meeting:** Cabinet

**Date of meeting:** 07 April 2014

**Subject:** 'Growing Our Own' - Delivering Apprenticeships for Portsmouth

**Report by:** Kathy Wadsworth, Director of Regeneration and Strategic Director

**Wards affected:** All

**Key decision:** No

**Full Council decision:** No

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## 1. Purpose

- 1.1 To gain Cabinet approval of a report on delivering apprenticeships for Portsmouth, and endorsement of the proposed Delivery Plan.

## 2. Recommendations

- 2.1 Cabinet is recommended to:

- a) Approve the Apprenticeships report and endorse the proposed Delivery Plan.
- b) Delegate authority to the Director of Regeneration in consultation with the Cabinet Member for Planning, Regeneration & Economic Development to make any future amendments to the Delivery Plan.
- c) Agree the development of a renewed and ambitious apprenticeships programme within the City Council, along with an Apprenticeships Policy which includes provision for care leavers, to be approved by the Council's Employment Committee.
- d) Agree that progress on increasing apprenticeship numbers within each of the Council's Services is reported to Strategic Directors and Employment Committee on a regular basis.

## 3. Background

- 3.1 The Regeneration Strategy 'Shaping the Future of Portsmouth' sets out the overall vision for Portsmouth to become 'a great waterfront city', with a leading edge economy supported by a highly skilled workforce. Recognising that the successful regeneration of the city will be dependent on how successful the city is in delivering a strong skills base, a Business Growth and Skills Plan for Portsmouth was

developed and approved by Cabinet in July 2013. This plan supports the Shaping the Future agenda with a two pronged approach which includes training, skills and access to employment as one of its main themes.

- 3.2 The Business Growth and Skills Plan contains a high level action plan with key objectives for delivery across the two main themes. Moving into implementation of the plan, it has been recognised that many of the high level actions will need further research and the development of more detailed delivery plans to take work forward. Promoting and increasing the awareness and uptake of Apprenticeships was one such objective and this is the first of these more detailed delivery plans to come out of the Business Growth and Skills Plan.
- 3.3 The delivery of apprenticeships and other work based opportunities has been identified as a core component of the skills growth agenda of the City Council and local partnerships, including the Solent LEP (Local Economic Partnership), Shaping the Future of Portsmouth and PUSH (Partnership for Southern Urban Hampshire). There is a key role for the City Council as an employer to lead by example in offering a sufficient number and range of apprenticeships. As a community leader and policy maker within the city, the Council also has an influencing and enabling role to encourage and support the development of increased opportunities across the city. An example being the Employment and Skills Plans which are now part of the planning requirements for all major developments in the city.
- 3.4 To help inform work on this key agenda, a project has been carried out to look at the provision and promotion of apprenticeships within the city. The attached report aims to paint a picture of where we are now, develop a shared understanding of where we want to get to, and provide a proposed Delivery Plan for taking this work forward.

#### **4. Delivery**

- 4.1 Linked to the objectives in the Business Growth and Skills Plan, and drawing on the findings from the research undertaken, four priority themes have been identified and are included in the proposed Delivery Plan which is set out in pages 17-21 of the report.
- 4.2 The Delivery Plan is intended to be dynamic and its development will be on-going. To accommodate this, Cabinet is asked to delegate authority for making future amendments to the plan to the Director of Regeneration in consultation with the Portfolio Holder for Planning, Regeneration and Economic Development (PRED).
- 4.3 It is anticipated that delivery of this plan will be achieved predominantly through the use of existing budgets, accessing additional funding streams where available, and maximising impact through jointly funded partnership activities where appropriate.
- 4.4 The Skills Group of the Shaping the Future of Portsmouth Partnership has identified apprenticeships as a key area of focus in their first year of activity, and the group will be instrumental in taking forward projects within the Delivery Plan. This work will be supported by the Council's Skills & Training Development Advisor and

colleagues within the City Development Team. Within the City Council, an internal working group of representatives from relevant service areas is being established to lead and monitor implementation of the Delivery Plan, led by the Assistant Head of HR (Strategy).

- 4.5 As a large employer in the city, the City Council can make a contribution to developing skills by increasing the recruitment of young people into the workforce. The Council also has specific statutory responsibilities to ensure that care leavers have better life prospects. It is recommended that work continues to develop a renewed and ambitious apprenticeships programme within the City Council, along with an Apprenticeships Policy which includes provision for care leavers, and that these are reported to the Council's Employment Committee for approval in due course. To monitor the success of this scheme, it is recommended that progress on increasing apprenticeship numbers within each of the Council's Services is reported to Strategic Directors and Employment Committee on a regular basis.

## **5. Reasons for recommendations**

- 5.1 A key concern in the delivery of Portsmouth's regeneration is ensuring that the physical regeneration brings social and economic benefits to the city's resident communities. The implementation of a Delivery Plan for Apprenticeships will help to ensure increased opportunities to develop residents' skills, and provide local businesses with the skilled workforce they need to support future growth.

## **6. Equality impact assessment (EIA)**

- 6.1 A preliminary equality impact assessment has been completed and the recommendations do not have a negative impact on any of the protected characteristics as described in the Equality Act 2010.

## **7. Legal comments**

- 7.1 There are no direct legal implications arising from this report other than the Council to be aware of Employment Law implications of employing apprentices as an apprentice has the normal statutory employment right such as maternity/paternity right and the right not to be unfairly dismissed, and be mindful of Equality legislation in respect of potential pay or age discrimination issues.

## **8. Head of finance's comments**

- 8.1 There is no additional funding to carry out the recommendations proposed in this report. The delivery of the plan will be achieved through working with partners, accessing relevant funding streams and the utilisation of existing budgets.

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Signed by:

**Appendices:**

Appendix 1 - 'Growing Our Own' - Delivering Apprenticeships for Portsmouth

**Background list of documents: Section 100D of the Local Government Act 1972**

The following documents disclose facts or matters, which have been relied upon to a material extent by the author in preparing this report:

Title of document	Location

The recommendation(s) set out above were approved/ approved as amended/ deferred/ rejected by ..... on .....

.....  
Signed by: