

APPENDIX 1

Apprenticeships Scrutiny Review – Recommendations Progress Update

Recommendation	Update	Recommendation Implemented
<p><u>Recommendation 1</u> Officers to develop generic mentoring and pastoral care guidance for all employers engaged in the Wirral Apprenticeship Programme. Officers should consider the use of Business Toolkits, currently being developed as a key action of the LCR Youth Unemployment Task Force report, which aim to support businesses and socialise young people into the workplace. Officers are requested to include the relevant guidance to the existing business induction process from January 2015.</p>	<p>Toolkit not currently developed by Youth Unemployment Task Force.</p> <p>Revised 14-19 Service approach with employers from January 2015 includes:</p> <ul style="list-style-type: none"> i. Employers made aware of the role of apprenticeship training providers in respect of pastoral care for young people undertaking an Apprenticeship, this includes, mandatory and formal reviewing arrangements, health & safety, employee rights and responsibilities, etc... ii. Mediation provided between apprenticeship training provider, employer and Apprentice as required. iii. Employers guided towards and made aware of employer resources produced by the National Apprenticeship Service (NAS). 	<p>Yes</p>
<p><u>Recommendation 2</u> Wirral currently support care leavers to access Wirral Apprentice vacancies, using existing dialogue with employers to negotiate guaranteed interviews. Officers should apply the same principle to an extended priority target group with key organisations the Council is working with. This would result in a supply of guaranteed interviews for these participants. The Wirral Apprentice team should prioritise joint working with specific key partners & employers to identify participants and potential employers. This work should commence by April 2015.</p>	<p>The 14-19 Service works key stakeholders and employers to guarantee interviews and opportunities for vulnerable young people, including care leavers.</p> <p>In the 2015 Wirral Apprenticeship Programme 8 percent (4x Apprentices) of Apprenticeship opportunities have 'ring fenced' for Wirral care leavers. Wirral key stakeholders and employers that have employed a vulnerable young person, include, NYAS, Regal Wholesale, Lifelong Learning (CYPD, Wirral Council), Inclusion Service (CYPD, Wirral Council), Liverpool Football Club, etc... The 14-19 Service is currently working with Lang O'Rouke,</p>	<p>Yes</p>

	<p>Wirral NHS and Magenta Living.</p> <p>Also, currently investigating current procurement policy to identify any legal / contractual opportunities to embed Apprenticeship opportunities for vulnerable young people.</p>	
<p><u>Recommendation 3</u> Youth Employment Initiative funding through The European Union and the Coastal Communities Fund will both provide funding to support the reduction of youth unemployment. Officers are requested to investigate how any part of this funding could be used to provide or promote pastoral support for Wirral apprentices. This report should be made available to the Committee by November 2015. Officers should further commit to exploring any future funding source which could support this budget.</p>	<p>Wirral was unsuccessful in its bid for Coastal Communities Fund. The 14-19 Service and Council Investment Policy teams continue to identify local opportunities access funding and grants to support youth unemployment.</p>	<p>Yes</p>
<p><u>Recommendation 4</u> Officers should highlight good examples of the availability and quality of apprenticeship information in schools. This activity should commence by January 2015.</p>	<p>Good examples of the availability and quality of Apprenticeship information in schools include:</p> <ul style="list-style-type: none"> i. Liverpool City Region Apprenticeship 'HUB' funding has been used to support employment of Apprenticeship Ambassadors in 2015. The role of the Ambassadors has been to raise the profile of Apprenticeships in schools through, for example, Radio City experience and competition, careers fairs and talks in schools, etc... ii. 14-19 Service facilitated schools network. Network chair by Council Apprenticeship and Skills Manager. Employer and Wirral Chamber of Commerce attend to promote local Apprenticeship opportunities. iii. Mersey Interactive (www.merseyinteractive.com) online skills and careers portal has been redesigned to include a key section for Apprenticeship and 	<p>Yes</p>

	<p>Traineeship resources. The new version is due to go live November 2015.</p> <p>iv. 14-19 Service careers education, information, advice and guidance in schools is currently ongoing. Schools are being challenged and supported, as appropriate, in relation to how they promote and provide up to date information regarding Apprenticeship opportunities.</p>	
<p><u>Recommendation 5</u></p> <p>Officers should promote apprenticeship opportunities by offering NAS a pop up shop at a venue and date which will maximise footfall from relevant groups. Officers should liaise with Social Landlords and other partner organisations to promote the apprenticeship opportunities available to all groups in Wirral. This activity should commence by January 2015.</p>	<p>Due to the 2014 pop up shop activity having very limited impact it was decided, with key stakeholders, that a different approach should be considered.</p> <p>In March 2015 (Apprenticeship Week) a bespoke Apprenticeship promotion event took place at Birkenhead Town Hall. The event was supported by local employers and stakeholders promoting real live Apprenticeship opportunities. Employers in attendance included, Vauxhall Motors, Magenta Living, NHS, Unilever, DWP, Wirral met College etc... The event was attended by over 350 young people seeking more information on Apprenticeships.</p>	Yes
<p><u>Recommendation 6</u></p> <p>The panel requests that Officers provide annual reports to the relevant Policy & Performance Committee detailing Participation Trends and that Wirral apprentice outcomes are given a permanent place on the performance dashboard reporting tool, by the beginning of the next reporting period.</p>	<p>An annual report on Apprenticeship participation and standards has been completed by the 14-19 Service. The 14-19 Strategy Manager will undertake to find out which Policy & Performance Committee would be best to receive this information. Work is currently being carried out by the Performance Team and 14-19 Service with consideration to establishing an appropriate performance measure for 2016/17.</p>	No
<p><u>Recommendation 7</u></p> <p>Officers from the 14-19 Team should lead in promoting stronger school/employer links via the Chamber of Commerce to raise the profile of traineeships and opportunities for work experience. Officers should engage with this activity by January 2015.</p>	<p>14-19 Service Apprentice and Skills Manager is an active member of the Young Chamber Steering Group. Current activity includes, liaison and promotion with schools, delivery of skills show experience / find you future events, facilitating links to the Merseyside EBP Network, etc...</p>	Yes

<p><u>Recommendation 8</u> Officers should promote the concept of pre-traineeship, extended work experience and work readiness courses where considered appropriate as an intervention through the Risk of NEET Indicator (RONI) programme from September 2014. As per recommendation 7, this should be facilitated by the 14-19 Team promoting stronger school/employer links via the Chamber of Commerce and Inspiring Futures.</p>	<p>The risk of NEET indicator programme is no longer delivered having been replaced by the 'Unlocking Potential' Programme currently being delivered by Career Connect (April 2015 to March 2018). This new approach is focused on developing young peoples' mental resilience and toughness. Opportunities for career progression, including Apprenticeships, are included in schools own careers programmes as identified by the current 14-19 Service CEIAG audit (see recommendation 4.)</p>	<p>Yes</p>
<p><u>Recommendation 9</u> Officers and Members to support Merseytravel & key partners in lobbying to make transport more affordable for young people and for the introduction of a travel concession scheme for apprenticeship travel regardless of the apprentice's age. Officers should look to gain further lobbying support through the Liverpool City Region Apprenticeship link.</p>	<p>Mersey Travel have committed cap fares for young people aged 16 to 19 at young person's rates.</p>	<p>Yes</p>
<p><u>Recommendation 10</u> Officers should arrange to discuss the potential transfer of the Wirral Apprenticeship Programme's responsibilities and associated budgets to Children & Young People's Department.</p>	<p>Fully complete.</p>	<p>Yes</p>