

CYNGOR SIR POWYS COUNTY COUNCIL

**County Council
23rd April 2015**

REPORT AUTHOR: County Councillor Phil Pritchard, Portfolio Holder for HR

SUBJECT: Question from County Councillor Huw Williams

How many apprentices and graduate trainees are currently employed by the County Council?

We have reached the target set for this year with 16 young people following apprenticeship frameworks in the following area Highways (3), Business Administration/ICT (3), Graphic Design (1) and Child Care/Learning Support (9).

Currently Planning are looking at recruiting an Apprentice Technician; Facilities Management are looking to recruit 2 trade apprentices and Resources are hoping to recruit 3.

The Powys Youth Academy is also working with Alun Griffiths Contractors to recruit apprentices locally (2 Civil Engineers, Plant Mechanics, Ground Workers, Plant Operators) for the Newtown bypass project and to establish a National Skills Academy for the length of the project. This will enable the company to employ a development officer to promote Construction/Engineering across schools in the authority. There will also be work experience opportunities made available.

Discussions are also taking place about the possibility of developing a shared apprenticeship scheme. The scheme operates much like the Modern Apprenticeship scheme in that it offers a young person the opportunity to undertake training at either NVQ Level 2 or 3 under a range of Construction Industry recognised framework and where two or more employers would share an apprentice.

The key benefits to this are:

- Allows smaller employers the opportunity to provide an apprenticeship which in the past they may not have been able to due to the requirements of the framework delivery.
- It gives a young person an experience with a range of employers.
- It encourages employers to work together as they have to agree a shared job description and salary.

This concept has previously been delivered in Carmarthenshire very successfully and it is hoped that there will be opportunities for rolling it out further across

Powys involving contractors who have been awarded large contracts by the Authority.

As far as the Powys Youth Academy is aware, there is currently only one graduate employed within the Authority in the Communications team. However, 7 were employed under the Go Wales scheme recently within Tourism (3), Trading Standards (2), Change & Governance and Business Support. (A Go Wales Work Placement is a Welsh Government funded project which offers employers the opportunity to employ someone with a degree (or studying for a degree) to complete a specific project while working for them for between 6 and 10 weeks. The employer is able to claim a proportion of the salary paid to the individual during the course of the placement).