

DERBY HOMES – APPRENTICE STRATEGY 2014/17

Report of the Director of Derby Homes

1. SUMMARY

This report provides a strategic overview on Derby Homes' commitment to apprenticeships within the organisation.

2. RECOMMENDATION

- 2.1 The Board is requested to approve the Apprenticeship Strategy. Progress reports on operational matters will be provided through Directors' reports.
- 2.2 To note that a media event has been arranged for 18 December 2014 for the signing of an Apprenticeship Charter supported by the trade unions.

3. MATTER FOR CONSIDERATION

- 3.1 Apprenticeships are work-based training programmes, designed with employers, which combine on and off the job learning and development activities. They are used to develop employees who are in new job roles, including higher level roles. Vocational qualifications form part of every Apprenticeship framework and are used to test the knowledge and competence of the Apprentice. Combining theory with practice enables Apprentices to contribute from day one becoming increasingly expert as they progress.
- 3.2 Derby Homes commenced an extension of it's apprenticeship scheme in 2013/14 to include opportunities for trades apprenticeships, previously only having promoted opportunities within business and customer services.
- 3.3 On 29 May 2014 Derby Homes Board agreed that up to 40 apprentices would be employed by Derby Homes. A formula was agreed for the budget provision for the funding of the scheme and this is now built into the budget process each year.

Any recruitment over and above the agreed 40 positions would require further approval from the Board.

- 3.4 Derby Homes currently works in partnership with Derby College to deliver the Apprenticeship Programme. Derby College provide the off-site learning, support the apprentice and provide support and feedback to Derby Homes. In the future Derby Homes may expand its role and support in-house assessors but this will be subject to further business evaluation and any proposals will be presented for consideration by the Board.

- 3.5 Our over-riding aim is to provide training and employment opportunities that can benefit people from the City, prioritising opportunities for our tenants and their families. Using our own resources and the resources of our partners this will contribute to the future social and economic prosperity of our customers.
- 3.6 Derby Homes Apprenticeship Strategy is attached at Appendix 1.
- 3.7 Derby Homes is committed to working with our Apprentices and with the Trade Unions as we look to move forward with the scheme.
- 3.7.1 The Trade Union Council's (TUC) learning and skills organisation, Unionlearn, introduced the apprenticeship charter so that organisations can commit to provide high quality apprenticeships as a training route for the skilled workforce of the future.
- 3.7.2 UCATT approached Derby Homes and proposed that we sign up to the Charter to demonstrate our joint commitment and vision for the scheme.
- 3.7.3 UNISON and UNITE have also agreed to sign up to the Charter.
- 3.7.4 A copy of the Charter is Attached at Appendix 2. An official signing ceremony has been arranged for 18 December 2014 and all Board Members have been invited to attend this event.

4. CONSULTATION IMPLICATIONS

We will continue to work alongside our employees, apprentices and trade unions as we look to develop the Apprenticeship Scheme.

5. FINANCIAL AND BUSINESS PLAN IMPLICATIONS

- 5.1 The provision of training and employment opportunities is embedded within Derby Homes Business Plan. Our strategy is to develop opportunities which are targeted at our tenants or members of their families to increase employment on and the sustainability of our estates.
- 5.2 The financial provision for the Apprentice scheme was approved by the Board in May 2014 and has been built into the annual budgetary process.

6. EQUALITIES IMPACT ASSESSMENT

- Does this report affect the delivery of a service? Yes
- Has an Equality Impact Assessment been completed? No

The strategy refers to the ongoing equalities work in relation to the scheme. A copy of the completed equalities impact assessment will be presented to the Board at a future date and will be flexible to account for the changing needs of the scheme.

7. HEALTH & SAFETY IMPLICATIONS

All of our Apprentices received Health and Safety training as part of their induction and are then subject to ongoing training as they progress on the scheme. Our Health and Safety Manager is involved in the development of this training.

8. POLICY REVIEW IMPLICATIONS

This is a key policy of Derby Homes and is/will be included in the Key Policy Review Schedule. In accordance with minute 10/51 this policy will be reviewed no later than 3 years from the date of this meeting.

The areas listed below have no implications directly arising from this report:

Legal and Confidentiality
Council
Personnel
Environmental
Risk

If Board Members or others would like to discuss this report ahead of the meeting please contact:

Maria Murphy, Director of Derby Homes / 01332 888528 / Email maria.murphy@derbyhomes.org

Background Information: None

Supporting Information: As indicated in this report.