



Apprentice Strategy
2014/17





1.0 INTRODUCTION

1.1 The value of promoting strong communities is embedded with Derby Homes Strategic Aims:

- Great Homes
- Great Neighbourhoods
- Great Customer Service
- Great Value.

1.2 Providing training and employment opportunities is a priority within our delivery plan and our current target is to support up to 40 positions for apprentices across the organisation in a combination of trades, customer service and business administration positions.

1.3 Apprenticeships give anyone, over the age of 16, and not in full time education the opportunity to work for a real employer, earn a real salary and gain a real qualification whilst gaining valuable workplace skills and experience.

1.4 For many years Derby Homes have offered opportunities in the areas of Customer Service and Business Administration but in 2013 expanded to provide Apprenticeships in our trade's teams.

At the time of writing this strategy we provide opportunities in the following areas:

- Customer Service
- Business Administration
- Surveying
- Plumbing
- Electricians
- Joinery
- Plastering
- General Maintenance Operations

These positions vary from a 12 month scheme on Customer Service and Business Administration to 3-4 years on trade placements.

Our maintenance operatives are piloting a new Level 3 qualification that enables them to become fully trained in a variety of traditional trades. This enables them to complete many repair jobs in one visit and fits with our multi-skilling culture within the maintenance teams.

1.5 Our Apprenticeship Scheme

We see Apprentices as a key part of a balanced workforce. Our current cohort have proved to be productive within the first 12 months and are valued team members.

We pay all Apprentices at the National Minimum Wage and they have access to our normal terms and conditions of employment. This is to reflect our view that alongside the learning our Apprentices contribute to the organisation and do a real job for which a real salary should be paid.

We provide all of our Apprentices with access to recognised trade unions for representation and consultation.

We work in partnership with a local Education provider to deliver Apprenticeships and our schemes will lead to a national qualification that is respected by employers. Our Apprentices will be treated as employees and will work to the same terms and conditions as our other employees.

We have established in-house mentors to support our Apprentices. These mentors work alongside the Derby College Assessors to ensure our learners receive support at all times and get a real understanding of the world of work.

We provide our Apprentices with transportable qualifications and work experience to help them achieve a future career with us or with another employer.

We engage with local employers to ensure work opportunities are available for our Apprentices. Supporting Apprentices with job applications and interview skills.

1.6 Developing our Apprenticeship Scheme

Our current Apprenticeship Scheme has been in operation for two years. We recognise that the Scheme offers a valuable opportunity for young people to enter the world of work. We aim to develop our scheme with a view to achieving an Apprenticeship workforce that is reflective of the community we serve.

Analysis of our workforce profile shows that our current cohort of Apprentices does represent different groups such as gender, disability, ethnic origin etc. We recognise that many of the job opportunities we offer attract a typical gender profile. This is particularly noticeable within our trade Apprentices. There are now real opportunities to work with our current educational provider, other local partners and the trade unions to develop ideas to attract more females into this work area.

We want some of our Apprenticeship opportunities to be prioritised for our tenants and members of their families. Over the years Derby Homes has funded and supported voluntary groups who work with many young people off our estates. We believe that this work can be extended to help some of these young people achieve Apprentice placement with us or with our partners.

There is no doubt that many of our apprentices will become our workforce of the future and this will enable us to have confidence in their skillset, attitude and commitment.

We want our Apprentices to help us develop our Apprenticeship Scheme. We will seek their ideas and learn from their experiences. We will invite them to take up opportunities to mentor new recruited Apprentices.