

Time began: 10.31am
Time ended: 10:49am

**Personnel Committee
11 January 2024**

Present Councillor Bonser (Chair)
 Councillors A Holmes, Nawaz, J Khan, Eyre, Smale and
 Amin.

Officers present Liz Moore - Head of HR and OD
 Tania Hay - Organisational Development Manager

20/23 Apologies

Apologies for absence were received for Councillor Evans.

21/23 Late Items to be Introduced by the Chair

There were no late items.

22/23 Declarations of Interest

There were no declarations of interest.

**23/23 Minutes of the Meeting held on 2 November
 2023**

The minutes of the meeting held on 2 November were agreed as an accurate record.

24/23 The Apprenticeship Programme

The Committee received a report of the Director of Corporate Management which provided an update on The Apprenticeship Programme. This was presented by the Organisational Development Manager.

It was reported that a new cohort of colleagues had started the Leadership and Management programme in September and October. It was noted that this cohort consisted of seven Level 3 Team Lead/Supervisors, two Level 6 Chartered Managers and one Level 7 Senior Leader. It was reported that the Council currently had 52 colleagues on the various apprenticeship levels and that 44 colleagues had successfully graduated.

It was reported that a fourth cohort of Social Worker apprentices would be starting in January 2024 with Nottingham Trent University. It was noted that this would take the total number of colleagues who had accessed this apprenticeship to 21, with 7 having successfully completed and graduated.

It was reported that Childrens Services had been successful with an application to access a Department for Education grant to support with funding new apprentices. It was reported that the Employer Support Fund: Child and Family Social Work Apprenticeship Programme grant was awarded to 79 of the 153 local authorities, who were chosen following the application process.

The Committee noted that nationally, the £11.7m funding was enabling the recruitment of 461 social work apprentices and was part of the government's children's social care reform agenda, set out in the Stable Homes, Built on Love strategy, which was consulted upon earlier this year. It was noted that this was designed to tackle the significant shortages in the children's social work workforce in English councils, with vacancies hitting 20%, and the proportion of agency staff 17.6%, in September 2022.

The Committee noted that this successful application had enabled Children's Services to have five Social Worker apprentices start in January 2024 and that another five were due to start in January 2025. It was noted that the Council would also have two apprentices from Adults Services starting in January 2024 taking the intake for this cohort to 7 colleagues in total.

It was reported that, working with Derby College Group, the Council currently had 21 colleagues on the rolling Residential Child Care Worker Programme and now had processes in place to enrol new starters once they had completed their probation period. It was noted that the Council was also helping to upskill colleagues in the Childrens Team with their maths and English functional skills to enable them to start on the apprenticeship programmes.

It was noted that the Apprenticeship Team was working with the Early Help and Childrens Social Care Team supporting with the development of a pathway for Education, Employment and Training (EET) for young people in care. It was noted that the aim was to develop a clear support pathway for the young people, starting when they were year 10 pupils right through to 25 years of age in line with the SEND Code of Practice.

It was noted that the working group was currently scoping out the tools that were required to capture the aspirations a young person had and the path they wanted to follow. The Committee noted that the group would be putting together a pathway with key milestones and touch points where support and interventions could be put in place to support the young person to reach their goals and have better outcomes.

It was reported that between the start of the Apprenticeship Levy in April 2017 and 22 December 2023, the Council had transferred a total of £4,797,693 into its Apprenticeship Levy Digital Account. It was noted that to date the Council had drawn down £2,525,208 for internal apprenticeship training programmes and had transferred £215,108 of its Levy fund to several local employers. It was reported that between November 2019 and December 2023, £678,692 of the Councils Levy fund had expired and had been returned to the government.

The Committee noted that as of 22 December 2023, there was £1,371,669 in the Council's Levy fund.

A councillor questioned whether any areas had been identified where shortages of staff could be relieved by training more apprentices. It was noted that Regulatory Services, Planning Services and Finance & Accounting had all been identified and that HR were working with these teams.

Resolved:

- 1. to note the information on current priorities for our apprenticeship programme.**
- 2. to note the data on the Council's widening participation and apprenticeship performance statistics.**
- 3. to note the Levy payments made to date, the drawdown for training programmes and expired funds as of 22 December 2023.**

MINUTES END.