



# Overview and Scrutiny

No specific Ward  
Relevance

## Committee

28th April 2010

---

### YOUTH EMPLOYMENT AT REDDITCH BOROUGH COUNCIL

---

(Report of the Head of Resources)

1. **Summary of Proposals**

To bring to Members' attention the current youth employment statistics and to outline current initiatives in place and potential developments.

2. **Recommendations**

**Members are asked to RESOLVE that**

**the report be noted.**

3. **Financial, Legal, Policy, Risk and Climate Change / Carbon Management Implications**

Financial

3.1 There is a corporate apprenticeships budget allocated until 2011/12.

Legal

3.2 There are no legal implications.

Policy

3.3 There are no policy implications.

Risk

3.4 There are no risk implications.

Climate Change / Carbon Management

3.5 There are no climate change or carbon management implications

# Overview and Scrutiny

Committee

28th April 2010

---

## Report

### 4. Background

- 4.1 At the Overview and Scrutiny Committee meeting on 3rd February 2010 Members requested a report outlining the current situation regarding youth employment at Redditch Borough Council.

### 5. Key Issues

- 5.1 Details of current young people statistics are shown in Appendix 1.
- 5.2 Currently 24.7% of all employees are under the age of 30, however over half of these are employed on casual contracts based in Leisure and Cultural Services. Excluding casual employees 11.3% of staff are under 30. There is a more even balance of young employees distributed among the remaining service areas excluding Business Transformation where there are no employees under the age of 30.
- 5.3 The retention rate for young employees is positive with many remaining in employment at Redditch Borough Council for a number of years.
- 5.4 Currently 3 of the 117 permanent employees under 30 are fourth-tier managers, which represent 6.4% of all fourth-tier managers.
- 5.5 During 2009 a third of leavers were under the age of 30 with the main reason for leaving being cited as 'Personal Circumstances'. Just one employee left due to promotion elsewhere.
- 5.6 The overall age profile of Redditch Borough Council is similar to that of all Local Authorities with similar percentages of the workforce in the 16-24 and 25-34 age brackets. Where casuals are included the Council has substantially more employees within the 16-24 bracket.

5.7

<b>Excluding Casuals</b>		
	<b>16-24</b>	<b>25-34</b>
RBC	5.5%	18.9%
All Local Authorities	6.4%	17.2%

# Overview and Scrutiny

Committee

28th April 2010

5.8

Including Casuals		
	16-24	25-34
RBC	14.4%	18.2%
All Local Authorities	6.4%	17.2%

5.9 There are a number of reasons why it is less desirable to employ a large number of young employees. There is increased Health and Safety legislation to protect younger workers, in particular those aged under 18. This is due to the increased risk associated with employing those who are inexperienced.

## 5.10 Existing Initiatives: Apprenticeships

5.10.1 Last year Members agreed £80,000 to supplement the existing base budget of £10,000 per year over a three year period;

- a) 2009/10 £20,000 Department of Work Pensions (DWP) funding and £10,000 base budget;
- b) 2010/11 £30,000 DWP funding and £10,000 base budget; and
- c) 2011/12 £30,000 DWP funding and £10,000 base budget.

5.10.2 Redditch Borough Council has been one of three Council's acting as a pilot for the West Midlands Leaders Board (WMLB) Skills Shortages Project to encourage and ensure consistency in Apprenticeships and Work Experience across all Local Authorities. As part of the project we have committed to providing two Apprenticeships and 20 work experience placements during 2010/11.

5.10.3 The allocation for the corporate apprenticeships budget was determined by CMT following submissions from managers using: workforce planning data (% of staff under 25, % of staff over 60); whether it was in a difficult to recruit area; and whether there had previously been apprenticeship within the service.

5.10.4 Redditch Borough Council now employ two apprentices (Electrician and Bench Joiner), with additional funding for a third apprentice in place for recruiting in the summer.

## 5.11 Existing Initiatives: Work Experience

5.11.1 Work experience placements are offered to students across the Authority. During 2009 and 2008 RBC offered 50 placements each year. There are currently 40 placements arranged for 2010 across a

# Overview and Scrutiny

Committee

28th April 2010

---

range of departments including the Palace Theatre, Kingsley Sports Centre and Economic Development. The placements range from a one week placement to one day per week over the summer period. Feedback from previous placements has been positive, with students stating that they found the placements valuable in helping them to make career choices.

## 5.12 Current Developments: Diplomas

5.12.1 We are currently looking into supporting schools and colleges which are running the Diploma in Public Services which is being introduced in September 2010 as part of the reform of 14-19 year old education. As part of the diploma students are required to complete at least 10 days work experience in addition to their formal studies. There are a number of ways in which RBC could support students undertaking this diploma:

- a) Work Experience – providing 10 day placements;
- b) Extended Projects – as part of the Diploma some students will have to complete a project which could be supported by work experience placements;
- c) Work shadowing – students can shadow Redditch Borough Council Officers for a day to provide them with an opportunity to see the job in action;
- d) Industry days – an Officer spends a day with a school or college and talks about the industry and their job role;
- e) Visits – Work-based visits for small groups of learners can help to develop their understanding of the workplace;
- f) Mentoring - mentoring a student undertaking the Diploma;
- g) Contact information - providing industry knowledge and support to teachers or young people, by being available for advice on current and emerging practice; and
- h) Questions and answers - Offering the opportunity for young people to quiz Officers on Local Government.

5.12.2 There is no minimum requirement for involvement in the Diploma; Redditch Borough Council can choose in what ways (if any) it wishes to support students. There are no cost implications other than Officers' time and resources.

5.12.3 CMT fully endorse supporting local schools and colleges with Diplomas.

## 5.13 Current Developments: Expand Work Experience Programme

Although Redditch Borough Council offers many work experience placements to schools and colleges throughout Redditch, the placements continue to be offered in the same departments year on year. It is not always possible to offer a placement for every request. We would encourage all managers to commit to a minimum number of placements per year.

## 5.14 Possible Future Developments: National Graduate Development Programme

5.14.1 The National Graduate Development Programme recruits and develops graduates with the potential to fill local government senior management roles within 10 to 15 years. The programme is a three way partnership between:

- a) the participating local authority;
- b) their national management trainee; and
- c) the Improvement and Development Agency (IDeA).

5.14.2 Graduates are employed on two year fixed term contracts and are given work placements, projects and development opportunities.

5.14.3 Benefits of participating include:

- a) quality staff with leadership potential and the capacity to modernise and improve services and service delivery;
- b) development of existing managers that are assigned to line manage trainees;
- c) capacity support to feed into longer-term succession planning;
- d) involvement in a local authority network and a boost to the council's local, regional and national profile;
- e) highly capable staff – graduates work at a high level delivering significant outputs;
- f) graduate pool – as part of a national programme, local authorities will attract graduates to fill mainstream vacancies; and
- g) supporting management development – graduate recruitment should be used to support ongoing management development in the Council.

# Overview and Scrutiny

Committee

28th April 2010

---

- 5.14.4 88% of trainees remain in the public sector once their contract has expired and 54% remain with their host authority.
- 5.15 Possible Future Developments: Internships
- 5.15.1 These are 12 month placements for undergraduates in their third year at university. Internships are usually paid (although they can be unpaid), and interns are given projects / tasks to undertake during their placement. Due to the nature of roles that graduates will be looking for the placements need to be in areas where they are exposed to a level of responsibility and are not at an administrative level.

## 6. Other Implications

- Asset Management - There are no asset management implications.
- Community Safety - There are no community safety implications.
- Health - There are no health implications.
- Human Resources - Resources are required to support managers and liaise with schools and colleges.
- Social Exclusion - There are no social exclusion implications.
- Environmental / Sustainability / - There are no environmental or sustainability implications.

## 7. Lessons Learnt

No lessons have been learnt.

## 8. Background Papers

None Identified

## 9. Consultation

This report has been prepared in consultation with relevant Borough Council Officers.

# Overview and Scrutiny

Committee

28th April 2010

---

## 10. Author of Report

The author of this report is Becky Barr (Human Resources Development Manager), who can be contacted on extension 3385 (e-mail: [becky.barr@redditchbc.gov.uk](mailto:becky.barr@redditchbc.gov.uk)) for more information.

## 11. Appendices

Appendix 1 – Employees Under the Age of 30 Summary