

Report

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Report to:	Education Resources Committee
Date of Meeting:	19 January 2010
Report by:	Executive Director (Education Resources) Executive Director (Corporate Resources)

Subject:	Team Workers (Youth Work Modern Apprenticeships)
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise on action taken, in terms of Standing Order No 36(c) because of the temporary nature of the funding and the timescales involved by the Executive Directors (Education Resources) and (Corporate Resources), to establish 4 posts, on a temporary basis for 15 months from January 2010, of Team Workers (Youth Work Modern Apprenticeship), in consultation with the Chair and an ex officio member, to deliver South Lanarkshire's response to increased levels of unemployment amongst young people in the area.

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the following action taken, in terms of Standing Order No 36(c) by, the Executive Directors (Education Resources) and (Corporate Resources), in consultation with the Chair and an ex-officio member, be noted:-
- approval of temporary staffing arrangements to be put in place for 15 months from January 2010 to accommodate the establishment of Team Workers (Modern Apprentices) in Youth Work;
 - authorisation to advertise 4 posts of Team Worker (Modern Apprentice), on a restricted basis, to young people who have successfully completed the Youth Work Trainee Programme in 2009.

3. Background

- 3.1. The Council runs a range of vocational development programmes for young people including the Modern Apprenticeship Programme, Count Us In Project, Work it Out, Get Ready for Work and the Youth Work Trainee Programmes. These engage young people, from a range of backgrounds and abilities and include pupils from secondary schools and young people who have left school.
- 3.2. Recent pressures in the economic environment have led to an increase in youth unemployment. This is particularly acute in the Lanarkshire area which has experienced a 45% increase in youth unemployment compared to the Scottish average of 39%.

4. Current Position

- 4.1. Additional funds have been made available by the Scottish Government and Skills Development Scotland to promote employment and training opportunities for vulnerable young people including those leaving school.
- 4.2. The Scottish Government funding of £1.45 million will develop vocational activity agreements for the most vulnerable school leavers. 430 young people might meet the scope of the Activity Agreement Scheme. These are vulnerable school leavers who would benefit from short, focussed interventions of around 12 weeks to improve their employability skills. This will range from numeracy and literacy skills, work placements and tasters, to volunteering activities and confidence/team building. The funding is available until March 2011.
- 4.3. In addition, Skills Development Scotland has approached the Council to run a Pathways to Apprenticeship Programme for around 40 school leavers who need additional employability skills. This funding is available until March 2010 and is likely to be in the region of £160,000.
- 4.4. 16+ Learning Choices (16+LC) is the new Government approach to addressing the More Choices More Chances agenda in Scotland. 16+ LC affords an entitlement to every young person aged 16-19 in Scotland to an 'appropriate offer of learning.' The H2O Project, due to commence in January 2010, will deliver programmes of core skills activities in 4 geographical areas throughout South Lanarkshire to young people in the 16+ LC category. There will be a total of 5, 12-week programmes per area (20 programmes) run over a 16 month period with each programme accommodating up to 14 young people. The H2O Programme will be planned, delivered and evaluated in each geographical area by 2 project staff - 1 experienced Team Worker and 1 Team Worker (Modern Apprentice). Each Team Worker (Modern Apprentice) will undertake an SVQ level 3 whilst in employment as well as further training.
- 4.5. All of these programmes will involve working with young people to develop appropriate vocational paths and providing relevant support to achieve a positive outcome.
- 4.6. Because of the significant current need and the timescales associated with the funding, it is important to put both staff and programme structures in place as soon as possible. This will allow young people to become actively involved in vocational training at the earliest opportunity and minimise the negative effects of unemployment.

5. Employee Implications

- 5.1. In order to deliver the H2O programme, there is provision within the Scottish Government funding to establish 4 posts of Team Worker (Modern Apprentice) on a temporary basis for 15 months from January 2010. These posts have previously been evaluated under the Competence Initiative and Job Evaluation Scheme.

Post	Grade	Salary
Team Worker (Modern Apprentice)	Grade 2, Level 1	£16,497 - £18,048
Total including estimated on-costs		£89,696

- 5.2. The 2 Youth Work Trainee programmes previously delivered by the Youth Learning Service have involved recruiting and employing, for a period of one year, 23 young people specifically from regeneration areas who had little or few qualifications. The learning programmes supported them to improve their confidence and employability through the development of skills and experience whilst working with other young people. The programmes were designed to improve access to employment and further education and training in areas such as leisure, the voluntary sector, community education, community work, childcare, tourism and the creative industries as well as in youth work itself. Within the trainee programmes, all participants undertook an SVQ level 2 in Youth Work whilst being employed in a variety of youth work settings where they had hands on experience in working with young people and were able to develop key skills and put theory into practice. An initial Modern Apprenticeship in Youth Work Programme, piloted from 2007 to 2009, has been successfully completed by 2 Team Workers who originated from the first traineeship.
- 5.3. It is proposed that these posts should be advertised as temporary vacancies to young people who have successfully completed the Youth Work Trainee Programme in 2009.
- 5.4. The Team Workers (Modern Apprentices) will be managed through Youth Learning Services and will, as well as partnering the other Team Worker, report directly to the H20 project Team Leader. The Modern Apprenticeship itself will be managed by the Team Leader supported by assessors and verifiers from across the Youth Learning Services staff.
- 6. Financial Implications**
- 6.1. Costs associated with all these proposals can be met from the available external funding.
- 7. Other Implications**
- 7.1. None
- 8. Equality Impact Assessment and Consultation Arrangements**
- 8.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required. There is no requirement for consultation.
- 8.2. Consultation has taken place with the Trade Unions.

Larry Forde
Executive Director (Education Resources)

Robert McIlwain
Executive Director (Corporate Resources)

29 December 2009

Link(s) to Council Values/Objectives

- Excellent employer
- People focussed
- Raise educational attainment for all
- Support the local economy by provided the right condition for growth. Improving skills and employability

Previous References

None

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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