

“Colleagues not functions ~ Business case not targets”

Case Study – Lancashire County Council

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In the beginning.....

- Proposal supported by Economy theme group, August 2007 to:
 - “improve certainty” of achieving Performance reward targets on Worklessness and Public Sector Apprentices;
 - £84k Pump-Priming Grant was approved.
- One key component of the approach was that both approaches be “*extended across the public sector*”
- Approach taken by Theme Group, integrated with Human Resources as a delivery partner, viewed by IDeA as significant and different.

LCC HR- Roles

- Partner in the Local Area Agreement
- Corporate HR member of the LAA Economic Development & Enterprise Theme Group as key public sector employer
- Key employer in the public sector
- A key employer in Lancashire
- Member of JCP Focused Partnership Group for Preston City Centre

LCC HR- The Business Case

- Corporate Plan Priority – Core Purposes
- Succession Planning
- Improved Age Profile
- Reflective Workforce
- Social Inclusion
- Community Engagement
- Equality and Diversity
- Upskilling workforce
- Regeneration
- Partnership Working
- Agency Spend

LCC Agency Staff

2007/08 Agency Staff Neutral Vendor

- £8.164m spend
- £569,000 saving (2006 prices)

2009 Agency Staff 2nd Generation Contract

- 'Goes Live' 2nd March 2009
- Further savings (estimated £440,000)
 - To redirect work opportunities from agency to economic development priorities and social inclusion priorities
 - Expansion to Lancashire partners

What is an Apprenticeship?

- ▶ Apprentices have a two year placement allowing for a breadth of experience
- ▶ All apprentices undertake NVQ's up to Level 3 with our Providers
- ▶ Apprentices are placed in various locations throughout the Authority in Business Administration and many other types of Apprenticeships

Approach to Apprentices

- Converting eligible employees
- Appointments
- Vacancy Management
- Prior Consideration
- Talent Pool
- Interviews Ongoing



Apprentice Certificate Presentation for those who passed their NVQ Level 2 and 3 in Business Administration

Current Figures

WE CURRENTLY HAVE



Individual Awards

- North West Apprentice of the Year 2008
- 2007 APSE Highways and Street Lighting Apprentice of the Year

APPRENTICES ON PROGRAMME

Future Horizons

- Lancashire's new pre-apprenticeship programme in partnership with North Lancs Training Group and Young People's Service
- The target group is known as NEET and Looked after Children. It aims to equip young people aged 16 to 18 with the skills and knowledge they need in order to be successful when applying for the current apprenticeship scheme.
- It is estimated that there are 10% of 16-18 year olds at any one time categorised as NEET.

Future Horizons

- The young person works with NLTG on an e2e (entry to employment) programme to improve their employability skills.
- 8 week placement in Lancashire County Council to enhance their work experience for anything from 16 to 30 hours per week.
- Work towards the City and Guilds Employability and Personal Development qualification.
- Currently 20 young people are accessing the pilot programme

Future Horizons

- The intention is that at least 50% of the young people will be successful in securing an apprenticeship. We are exploring the opportunity of linking in with the LCDL supported Apprenticeship scheme for some of our young people as well as our own Business Admin apprenticeships.



WorkStart- 'the Public Sector Work trial'

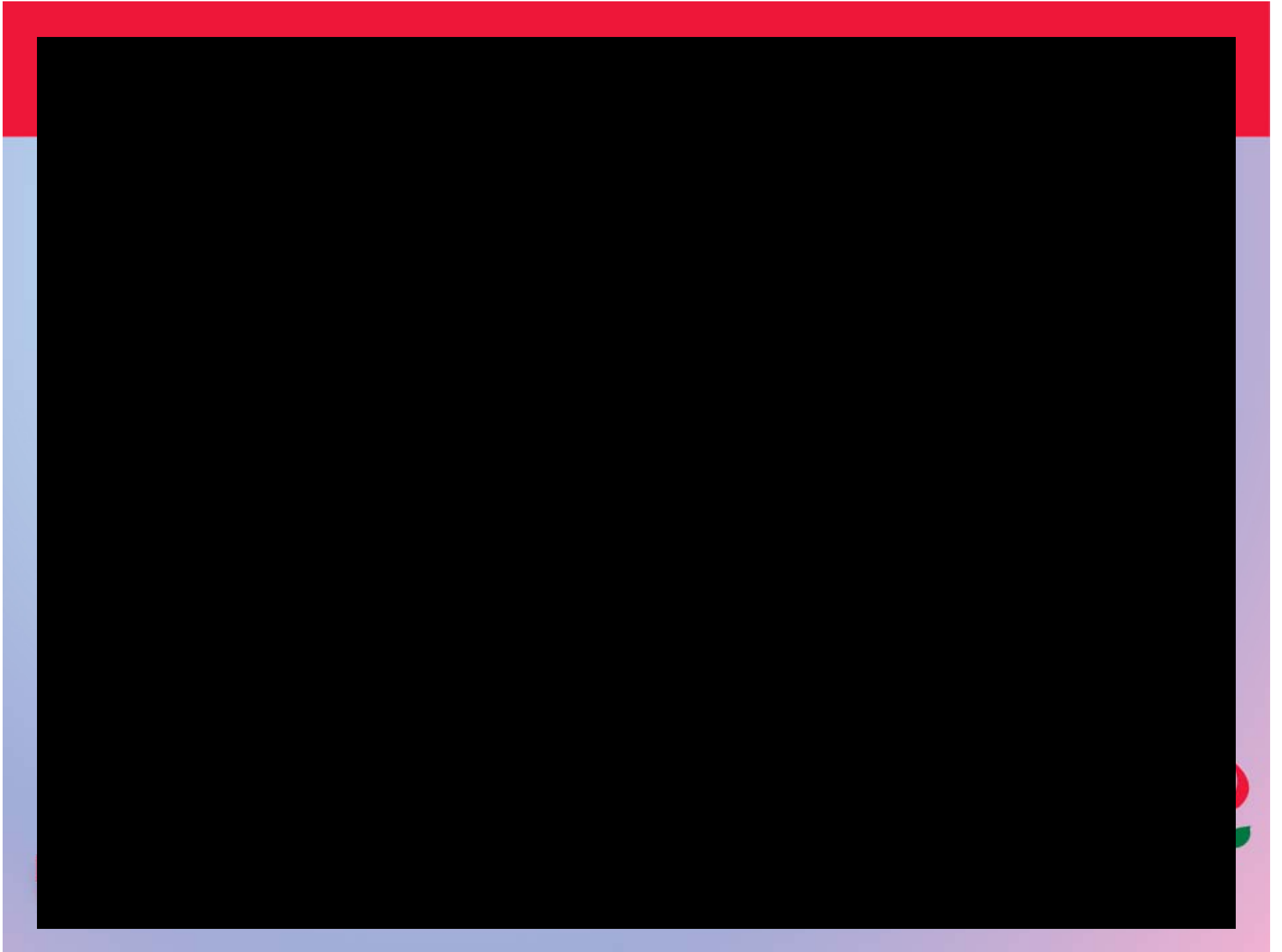
- Claiming I.S. / I.B. for +6months (JSA and ex-offenders to follow)
- Living in Lancashire
- 30 days placement
- Paid Travel & Subsistence Allowance
- Work Reference upon Completion
- Certificate of Participation
- Opportunity to apply for LCC jobs as they arise

Real People – A Real Difference

- Kirsty
 - “It's hard to get back into office work when you don't have recent experience. You have to convince someone to give you an opportunity. The WorkStart placement with the NoW card team proved I could do the job, I applied and got it!”

Real People – A Real Difference

- Lorraine
 - now working on reception at County Hall.
- “Having been out of work for 17 years, I found working full-time a bit of a shock to the system but have settled into the routine. I really appreciate the experience and training I am getting on placement and feel so much more confident”.



Progress so far

- Devised, implemented and incorporated lessons learnt within Lancashire County Council
- 43 placements arranged
- 32 participants have secured employment
- Including 6 who have secured a Business Admin Apprenticeship
- Including 18 participants have secured employment after engaging with Adult Learning pre-placement

Good Practice Partnership Events and Newsletter with District Councils, NHS, Police, Fire



- Team Lancashire
- Expansion to district and unitary partners

Next Steps

- Future Horizons/ NEET and Looked After Children
- Future Horizons+
- WorkStart+
- Job Seekers allowance/ex-offenders
- Equality and Diversity Strands
- Continue to link with Corporate Regeneration/
Economic Development
- Networking nationally
- Continued dissemination of Lancashire County
Council's model

The Win Win

- Saves money
- Meets LAA, improves CAA
- Meets HR priorities:
- Streamlines and strategically coordinates partner engagement;
- JCP office contact, ring JCP clients
- Changes lives

Questions



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