

FINANCE COMMITTEE

EMPLOYMENT OPPORTUNITIES IN THE PUBLIC SECTOR

SUBMISSION FROM CLACKMANNANSHIRE COUNCIL

1. Outlined below are the initiatives which Clackmannanshire Council currently has in place to offer employment opportunities to support vulnerable individuals.

Looked After Children Pilot

2. Providing opportunities within the Council for young people who have been looked after by the authority is a corporate commitment. Clackmannanshire Council has been developing and testing approaches to implementing a 'family firm' approach. A paper outlining a proposed "Clackmannanshire Family Firm Initiative" is due to go to Council in early autumn seeking approval to establish a dedicated resource. This would coordinate the work and manage the placement process for young people and Council services.

Modern Apprenticeships

3. The Council contracts annually with Skills Development Scotland to deliver Modern Apprenticeships in a number of occupational areas (construction crafts, administration, childcare and hairdressing). The Council is currently providing apprenticeship opportunities for 26 young people across a number of Council services.

Get Ready for Work

4. This year the Council has secured a Get Ready for Work contract with Skills Development Scotland for the first time. This will allow us to offer young people who lack skills and experience, the opportunity to gain work experience and work based learning in a range of Council services. Some of these young people may be able to progress to our Modern Apprenticeship programme.

Access to Council Posts

5. The job brokerage side of the Council's employability service, Clackmannanshire Works, provides support to local people who are job ready but who need help to find and keep a job. An arrangement is in place whereby any people who are registered with Clackmannanshire Works can apply for jobs which the Council advertise as internal only. This means that Clackmannanshire Works clients can be treated as internal applicants. As well as providing access to Council and other job opportunities locally, Clackmannanshire Works can help prepare clients for employment by helping them with completing application forms, interview techniques, and paying for training for clients who need to gain skills and/or qualifications to take up a job. Since January 2012, Clackmannanshire Works has helped 2 of their clients apply for and secure Council jobs.

Green Apprenticeships

6. In partnership with RSPB, the Council is making a bid in September to the Coastal Communities Fund which, if successful, will create 20 'green' apprenticeship opportunities. Providing opportunities in land and water management will help re-connect the economy and communities with the River Forth and provide demonstrable examples of the type of modern green jobs available. It is anticipated that many of the apprenticeship opportunities will be hosted by the Council and other public sector partners.

Community Benefits

7. The Council is now including community benefit clauses in the procurement of Council contracts, particularly in relation to capital contracts. We are currently working with a number of contractors who are creating apprenticeship and work experience opportunities for local people.