

FINANCE COMMITTEE

EMPLOYMENT OPPORTUNITIES IN THE PUBLIC SECTOR

SUBMISSION FROM GLASGOW CITY COUNCIL

Commonwealth Apprenticeship Initiative (CAI)

1. The following modern apprenticeships have been secured within GCC and the wider council family in the last 3 years;

- 2010 – 165
- 2011- 205
- 2012 – 164 to date (target 210 – this includes 29 additional posts jointly supported by Opportunities for All and GC).

2. Apprenticeship opportunities in GCC are for the minimum 2 years and Mas are supported to apply for GC vacancies throughout their apprenticeship. Apprenticeships are offered across a range of jobs roles including admin, construction, social care, engineering, graphic design, accountancy.

3. The Commonwealth Apprenticeship Initiative has a particular focus on care leavers and work to secure modern apprentice employment each year in Council departments and in companies we are supporting through CAI. The definition of care leaver has been expanded to include all young people who have a care history not just young people who have been looked after and accommodated.

The following table details targets and results for the period 2010-2012

Intake Year	Target	Result
2009	N/A	1
2010	8	12
2011	12	21
2012	12	7 @ July 2012

Get Ready for Work/Traineeship Programme

4. From 2008-2011 Education Services worked with an external Get Ready for Work training provider to support a City Council traineeship programme which supported young people in extended work placements within a range of Council services; with a proportion of these young people moving directly into employment with the Council each year.

5. Performance figures for the Traineeship Programme over the last three years are, as follows:

- 2008/2009: 33 young people progressed onto an MA or F/T employment without training within Glasgow City Council
- 2009/2010: 26 young people progressed onto an MA or F/T employment without training within Glasgow City Council
- 2010/2011: 6 young people progressed onto an MA or F/T employment without training within Glasgow City Council –

6. Until now the Traineeship and Modern Apprenticeship programmes have operated in parallel however a new combined approach is in place to increase the articulation between GRFW and apprenticeships in GCC to support the sustainability of the GRFW process and increase positive outcomes on the programme.

Internship programme

7. A summer internship programme has been offered within the GCC in 2011 and 2012. 12 individuals completed a 12 week internship in 2011 with the objective of;

- Providing interns with vital work experience
- Improving their opportunities for employment in the future
- Developing a pool of talent with a better understanding of the Council and its objectives
- Assisting the Council in the delivery of its key objectives

8. 18 individuals have started internship placements in July 2012 across the Council family.

Glasgow Works

9. Glasgow Works are collaboratively working with Land and Environmental Services (LES) and Glasgow's Regeneration Agency to support a Transitional Employment model whereby unemployed people are employed for 26 weeks within LES. The Future Jobs Fund initially supported 120 people with the wage subsidy. The programme proved very successful in progressing the employees to mainstream employment opportunities both within LES and externally as a result we have created an additional 100 places through Opportunities for All.

Social Care Assistants

10. Since 2007 GC Social Care has worked in partnership with a number of agencies to run seven separate programmes to support people who were currently unemployed to access Social Care Assistant Roles within the residential units for older people.

11. The initiative involves an 8 week course which gives participants the opportunity to gain the knowledge and experience required for the role of Social

Care Assistant. All candidates successfully completing the course are guaranteed an interview for the role of Social Care Assistant.

12. In terms of recruitment to the courses; the opportunity is promoted to Glasgow Regeneration Agency (GRA) customers. Once GRA select candidates who meet the criteria interviews are carried out by Social Work personnel.

13. Key requirements in terms of recruitment include having at least 6 months caring experience and of course strong motivation to work in Social Care. All successful candidates are required to go through the PVG scheme.

14. The course content has been jointly delivered by Social Work, Cordia and Glasgow Regeneration Agency. The contents include an introduction to the role of Social Care Assistant, Moving and Lifting, Food Hygiene, Dementia Awareness as three weeks work experience within the Residential Units

15. In total 108 participants have been recruited onto the 7 courses. 78 candidates were then employed by Glasgow City Council.

16. GCC Social Work has found the initiative to be an effective way of engaging with potential employees who with the opportunities provided over the 8 weeks can effectively carry out the role of Social Care Assistant.