

JSCC 19th December 2012 – Apprentices Update

At its meeting on 25th September 2012, Cabinet considered and agreed to adopt a formal Apprenticeship scheme at NHDC. There are many benefits for the organisation. 'Growing Apprentices' is an important part of Council plans to tackle issues such as rising unemployment and worklessness, budget savings and efficiencies and enhancing skills and knowledge.

On 23rd October, 8 apprentice roles were agreed for the following service areas within the Council.

- One to HR
- One to Parking Services
- One to Children's Services
- One to Electoral Services
- Two to IT
- Two to Customer Services

A number of visits from North Hertfordshire College have been arranged by HR to help managers choose the right apprenticeship and prepare for recruitment. We have urged services to concentrate on job design and carefully arrange appropriate management to support the apprentices.

The recruitment for the Apprentice roles is being managed by North Hertfordshire College, who are working with the Council's recruitment administration team and recruiting managers.

Of the 8 posts, four are currently being advertised with interviews scheduled for December and January (Children's Services, Electoral Services, Parking and Human Resources). The remaining four are being progressed by service managers in preparation for recruitment, with the two IT posts to be advertised shortly.

Dependant on the success of interviews and required notice periods, the majority of the apprentice posts should be in place by Spring 2013.

Interns were agreed as follows

- Two to Museums Service
- One to Housing
- One to Public Protection (Environmental Health)

Museums are preparing to recruit. Recruitment to the Student EHO post is unlikely to take place until July 2013, this is when students from their 2nd year of a BSc programme will become free to take up a 12 month practical placement.

The housing post is being developed in collaboration with our landlord partners and recruitment will commence when that work is done.