

EAST SUFFOLK BUSINESS PLAN 2015 - 2023

Suffolk Coastal & Waveney District Councils



in partnership
eastsoffolk.gov.uk

CASE STUDY

ECONOMIC GROWTH

CREATING APPRENTICESHIPS

Our Business Plan states, as a specific ambition, that the Councils will work to create more apprenticeships, giving local young people a clear pathway from education into work and helping them acquire key skills which are essential for employment.

eastsoffolk.gov.uk/east-suffolk-business-plan



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Beccles Library, Blyburgate, Beccles
Felixstowe Library, Crescent Road, Felixstowe
Marina Centre, Marina, Lowestoft
Woodbridge Library, New Street, Woodbridge

CREATING MORE APPRENTICESHIPS IN EAST SUFFOLK



WHAT WE DID?

Apprenticeship roles within the Councils are available to young people aged 16 and above. Our apprenticeship programme offers individuals the chance to gain valuable workplace experience and leads to a nationally recognised qualification.

The programme offers a host of benefits, including a fully funded qualification and training and development opportunities. A number of positions are available through the programme each year, in a variety of teams.

After their apprenticeship year is complete, the apprentices are encouraged to apply for alternative roles within the Councils. This gives them the opportunity to secure permanent employment and also creates a vacancy for a new apprentice.

We also work with local businesses to help promote the value of apprenticeships and to identify apprenticeship opportunities. Research shows that 74% of employers say that employing apprentices has improved their products or services and 78% say apprentices have improved productivity.

WHY WE DID IT?

We are committed to the apprenticeships programme, both internally and externally, as part of our strategy to improve the life chances of our young people. The programme helps to create a skilled workforce across a range of sectors, to increase productivity and economic growth.

The apprenticeship scheme gives young people a clear pathway from education into work and teaches them key skills which are essential for employment, such as questioning and listening, giving feedback and managing relationships. The scheme also benefits existing council staff by developing their supervisory and management skills, as well as enabling them to become mentors.



**34 APPRENTICES
SINCE 2016**

THE DIFFERENCE THIS MADE?

In 6 years, the Councils have welcomed almost 100 apprentices to the organisation and there are now 61 people currently in either apprenticeship roles or who have moved into permanent/fixed-term positions. Since the beginning of 2016, our rolling apprenticeship programme has seen 34 apprentices hosted in a variety of our service areas, including Planning, Housing and Revenues & Benefits. 5 of these have gone on to secure permanent employment with us. In addition, each year we host a further 7 apprentices within the Housing Maintenance Team where they learn specific trades such as plumbing and bricklaying. Our work with local businesses has also been successful. For instance, we brokered a relationship between Kingsley Health Care Academy and East Coast College with the latter agreeing to offer a Level 2 NVQ in Health and Social Care in tandem with students undertaking work experience with Kingsley. Of the 12 students who started on this new course, 8 are now employed permanently by Kingsley and half of these are being supported through their Level 3 NVQ. Our work has also helped Hoseasons identify a skills gap within their workforce in terms of creative digital media. With support from the Councils, East Coast College was able to introduce a new Level 3 NVQ in Creative Digital Media and as a result, Hoseasons now has a rolling programme of 5 apprentices each year.

"We are committed to offering local young people with opportunities to grow and fulfil their potential; our established apprenticeship scheme offers a secure route into permanent employment with plenty of additional benefits."

- Cllrs Haworth-Culf & Ladd
Suffolk Coastal and Waveney District Council