

HAMBLETON DISTRICT COUNCIL

Report To: Scrutiny Committee
15 February 2018

From: Chairman of Scrutiny Committee

Subject: **POLICY REVIEW – GRADUATES AND APPRENTICE SCHEMES – DRAFT
FINAL REPORT**

All Wards

1.0 SUMMARY:

- 1.1 The purpose of this report is to consider the draft Final Report prior to submission to Cabinet in April 2018.

2.0 BACKGROUND:

- 2.1 The Committee has previously agreed to undertake this Review and identified information and issues that it would like to consider. The Project Plan for the review is attached as Annex A.

- 2.2 The Terms of Reference of the review are as follows:

To review the work already delivered by the Council and its partners to support the Graduates and Modern Apprentices Schemes in Hambleton.

- 2.3 A summary of the key points highlighted from the evidence is attached at Annex B to the report along with a full memorandum of evidence at Annex C.

- 2.4 A copy of the draft report to Cabinet is attached at Annex D of the report.

3.0 RECOMMENDATION:

- 3.1 The Committee is asked to consider the draft Final Report prior to submission to Cabinet in April 2018.

COUNCILLOR STEPHEN DICKINS

Background papers: None
Author ref: LAH
Contact: Louise Hancock
Democratic Services Officer
Direct Line No: (01609) 767015

SCRUTINY COMMITTEE**POLICY REVIEW – GRADUATES AND MODERN APPRENTICES SCHEMES****TERMS OF REFERENCE:**

To review the work already delivered by the Council and its partners to support the Graduates and Modern Apprentices Schemes in Hambleton.

SCOPE

To review the Graduates and Modern Apprentices Schemes and to evaluate:

- how successful the current schemes are;
- whether the current schemes are fit for purpose;
- whether the current schemes provide good value for money to the Council;
- opportunities for improvement;
- further opportunities for joint working.

OBJECTIVES

To ensure that the Graduates and Modern Apprentices Schemes are effective and fit for purpose; are providing good value for money to the Council and operating effectively, in line with Council priorities; to identify whether there are any areas for improvement and explore if there are any further opportunities for joint working.

WITNESSES

- Helen Kemp, Director of Economy and Planning
- Sam Swinbank or Nicole Patterson, Business and Economy Manager

DOCUMENTS/EVIDENCE

- Graduate and Apprentice Schemes – policies and associated documents
- Council Plan 2015-19
- Testimonials from graduates and apprentices

OTHER METHODS/CONSULTATION/RESEARCH

Task and Finish Groups.

OFFICER SUPPORT

Louise Hancock, Democratic Services Officer
Gary Nelson, Director of Law and Governance

TIMESCALE

Commencing September 2017 – Concluding February 2018
(Report to April 2018 Cabinet)

Key Points From Evidence

The following is a summary of the key points highlighted from the evidence received:

- The Committee concluded from the evidence that the Apprentices and Graduates Schemes are working very successfully, that they are fit for purpose and good value for money.
- Analysis on feedback received from the survey illustrated that the process of applying for funding was found to be easy although it was suggested that perhaps an online form could be provided.
- The Committee recognised that the schemes appeared to be oversubscribed and suggested that they would perhaps benefit if more funding could be identified and made available.
- The Committee supported the continuation of these schemes.

Memorandum of Evidence

The Committee took evidence from Helen Kemp, Director of Economy and Planning, Hambleton District Council

Helen outlined the Graduates and Apprentice Schemes and the policies and processes that had to be undertaken by applicants for grants under both schemes. Helen reported that both schemes were currently oversubscribed.

Copies of information leaflets, application forms and feedback forms were circulated to the Committee prior to the meeting and are available as background papers on request.

Apprenticeship Scheme

A briefing note providing an overview of the Apprenticeship Scheme had been circulated prior to the meeting commencing. A copy is attached at Annex C(1).

Graduates Scheme

A briefing note providing an overview of the Graduates Scheme had been circulated prior to the meeting commencing. A copy is attached at Annex C(2).

The Committee took evidence from Nicole Patterson, Business and Economy Manager, Hambleton District Council

Nicole outlined the Graduates and Apprentice Schemes and the policies and processes that had to be undertaken by applicants for grants under both schemes.

Copies of information leaflets, application forms and feedback forms were circulated to the Committee prior to the meeting. Copies are available on request as background information.

Apprenticeship Scheme

The Committee was advised that the scheme was launched in 2013. Many businesses were aware of the existence of the scheme and advertising was undertaken in various avenues such as careers advisors, job centres, local schools, etc. Sometimes enquiries from businesses to the Council led to enquiries regarding the apprenticeship scheme. Press releases on successful cases were also issued.

There was certain criteria that each business had to fulfil. Apprentices had to be local to the District. The scheme was about encouraging businesses to grow. The £2,000 grant supported those small businesses who may have struggled to fund an apprentice themselves. The businesses had to apply for a grant and then, if their application was approved, they would employ a suitable apprentice. Occasionally, very small businesses needed additional support and a Business Engagement Officer would offer them this support, including helping them complete application forms.

Apprentices were advertised through the National Apprentice Service, job adverts, colleges, etc. The District Council checked the criteria of the apprentice to ensure that it matched against the criteria for the scheme and then it was over to the business. They would find their appropriate training provider and advise the District Council of whom that was. There were checks undertaken

with businesses and colleges after 4 weeks and 12 weeks to ascertain whether the apprentice was still there and additional checks at 22 weeks. If the apprentice left between weeks 1 and 12, the District Council would recover £500 of the initial £1,000 instalment and no further monies would be paid. If the employer terminated the apprentice's contract or they left between weeks 13 and 22, the employer refunded the second payment of £1,000.

Evaluation forms were completed at the end of the 12 month period. This helped the District Council ascertain the value of the scheme to the business and apprentice and could potentially highlight areas for improvement.

Graduates Scheme

They were slightly different from the apprentices as they were already trained. Applications did not have to be from small businesses and graduates did not have to reside in Hambleton. The same process applied, certain criteria had to be fulfilled and the decision was made a panel. If approved, the businesses would find their graduate. There were lots of examples of people obtaining permanent employment from them.

The Committee commented that as the grant had been reduced from £5,000 to £4,000 for a graduate but they were only spending an average of £3,500, it appear that the funding was being realigned and enquired as to whether there was any downside to this.

The Committee was advised that there were no issues with the process. Tthe issue for the Council was sometimes funding apprentices and graduates as schools want to push 16 year olds into further education and there could be a shortage of applicants. Sometimes an apprentice could not be found in Hambleton but the District Council could not support anybody from outside the District. Locality could be an issue and other Councils did not have the scheme. Graduates were difficult to find in Hambleton.

The Committee recognised that, within schools, there was a realisation that further education was not for everyone and that hopefully the schools were working with the Council. The Committee was advised that schools work very closely with the District Council but some schools were better than others. The skills agenda was more open and the age criteria was between 16 to 24 so some pupils may become an apprentice after A levels.

The Committee enquired as to the whether there were many small businesses applying for the grants. The Committee was advised that this was the case however larger businesses did apply for grants but that the Council had to ascertain whether they could provide the opportunity for an apprentice themselves without the £2,000 grant.

The Committee wished to know whether the criteria that Apprentices had to live in Hambleton could be changed and was advised that as this was Council Policy, this would be a matter for Council to determine.

The Committee asked whether both schemes were fully subscribed and was advised that the apprentice scheme would be fully subscribed by the end of the financial year and that the graduate scheme had 7 places left. There were occasions when a number of applications had been approved but the business could not find somebody to fill the post which could be for a number of different factors.

The Committee enquired as to whether there was any merit in thinking about weighted applications to help business and the youth across a broader spectrum and was advised that this would require a policy change by Council.

The Committee asked how many apprentices had dropped out and were there any problems getting the funding back and was advised that over the 4 years there had been approximately 10 apprentices. Some had dropped out too late in the process and the Council could not get any funding back and that approximately 3 businesses had some of the funding reclaimed, this were not issues with this. On occasion the Council had found out that somebody had dropped out and when the Council approached the business, they paid back the funding. The repayment process is approached with a fair and considerate approach.

The Committee asked whether there was any further opportunities for joint working and was advised that the Council works very closely with schools, colleges, clubs etc.

The Committee observed that it had been reported that the schemes were oversubscribed and that perhaps, with that success rate, the only thing holding the Council back was budget and was advised that yes budget was a major factor in providing funding for the schemes. The Committee suggested that perhaps a recommendation could possibly be to look at the budget and any potential resources issues. The Committee was advised that any recommendation from the Committee to increase the budget to widen the schemes would be considered appropriately and any resources required to support the enhancement of the schemes would be considered by management as an operational issue within operational budgets

Apprenticeship Scheme

1st August 2017

1.0 PURPOSE OF REPORT:

An overview of the Apprenticeship Scheme for Scrutiny Committee

2.0 BACKGROUND:

2.1 Implementation

The project was initially established as a key activity in the delivery of one of the Council's high level priorities, which is to support local economic growth. There is evidence that getting young people into work, not only makes a huge difference to the lives of those young people, but it is also a positive way of stimulating the local economy.

One of the priorities in the Council Plan is 'Driving Economic Vitality' with a performance indicator of facilitating 25 young people to work in small businesses through apprenticeships.

2.2 The Scheme

The apprentice scheme supports businesses based in Hambleton who recruit an apprentice who resides in Hambleton. The apprentice needs to be aged 16-24 within the guidelines of the current scheme. The scheme was primarily targeted at SME's and in particular those employing less than 10 people but also looked at good opportunities for an apprenticeship in businesses employing less than 100 people. . A £2k grant was given to the business during the term of employment to assist in paying the apprentices wages.

There was also an accompany grant that offered up to £5k to for equipment or associated costs in employing an apprentice. The business had to put in 25% of the costs to match fund the application.

The Council work closely with the local schools, Job Centre Plus and training providers.

2.3 Funding

Breakdown of funding

Year	Fund	Allocated	Actual	Number of Places
2012-2014	One Off fund	£100K	£84,220	5 HDC Places 33 business places
2014/15	One Off fund	£50k	£61,300	25
2015/16	One Off fund	£70k	£70,000	25
2016/17	EDF	£50K	£50,000	25

The Government provides an Age Grant of £1,500 for businesses employing less than 50 employees who employ one new apprentice. A business can only avail of this grant once per year.

Approximately 67% of these apprenticeships have continued past their training with the original business, a small number have gone on to study for another 2 years and some have left to move to a different organisation.

The apprenticeship scheme forms an important part of our business support offer and often leads to us working with a business to support them in other areas. There has been a great deal of positive feedback in relation to this scheme and many success stories for the businesses and the apprentice, including business growth and permanent jobs for the apprentices. Many of the businesses have gone on to employ an additional apprentice and have found planning to employ more staff has improved their wider business plans, promoting business growth, increasing sales and moving to better premises.

We undertake an evaluation of each placement at the end of the 12 month funded period and know the value of the scheme to the business and young person and have a range of case studies which demonstrate the success of the scheme

Initially funded through the One-Off fund the scheme has since been financed, in 2016/17, through the Economic Development Fund. Due to funding other priorities there remains a limited budget for 2017/18 but there is sufficient capacity to continue to fund £50k from the Economic Development Fund in 2017/18.

Business awareness of the scheme is high within the business community and through the training providers. Partnership working with the schools has benefited, with the schools being invited to business events to raise their understanding of business needs.

3.0 THE SCHEME IN OPERATION

3.1 Equipment grant supporting private small businesses

A one off equipment grant was available to businesses from 2012 - 2016. This fund is coming to an end as it was a one off amount and will run out in 17/18.

2016/17	20,670.27
2015/16	19,593.39
2014/15	15,589.83
2013/14	14,190.30

Total	70,043.79
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A total of £70,043.79 has been processed against **30** businesses since the scheme opened.

3.2 Current activity

- In 2017-2018, as of August 1st, 16 applications have been approved at panel and 8 of those businesses have apprentices in place. Enquiries remain high for this year's funding

3.3 Achievements

The original benefits to the projects were to include ;

- A real job for an unemployed young person, for the minimum period of the apprenticeship, with an expectation of sustained employment.
- Intensive short training course to prepare candidates for work, so even those who are

unsuccessful in their application have improved employability prospects.

- Improved employability prospects within the Hambleton district for young people.
- Business growth.
- A reduction in the long-term unemployed young people in Hambleton.

The project results demonstrate a high number of the apprentices stay with the employer which is a success for the scheme. HDC tries to encourage businesses to recruit at appropriate times linked to the academic school year, as businesses trying to recruit in January, for example struggle to recruit an apprentice. HDC encourage businesses to take into consideration when school / college leavers receive their results in order to make a decision to apply for an apprenticeship.

Business growth in terms of businesses planning to employ further staff and HDC have received enquiries from businesses who have previously had funding as they wish to recruit an additional apprentice.

The feedback is very positive from the supported businesses. They have all found the grant easy to apply for and have appreciated the additional support from the B&E team whilst applying. The very small businesses probably wouldn't have taken on an apprentice without the financial support.

All businesses have commented on how the confidence of their apprenticeship has increased and how they value the young person's contribution. Some employers underlined the fact that they have enjoyed the coaching and mentoring that it has brought out in them and are keen to replicate this with other young people.

4.0 FUTURE OF THE SCHEME

Apprentices are recognised at the Hambleton District Council Business Awards, with Hollins Stables apprentice winning this year's Apprentice of the Year 2017.

The scheme is over- subscribed and involves administration and quality checks from the Business and Economy team. During busy periods, the resource allocated for administration can be significant however the benefits of keeping people working and living in the district is demonstrated by the results.

4.1 Partnership Working

- HDC work with the schools and have held events at businesses highlighting the benefits of taking on an apprentice. HDC help businesses to send their job descriptions to the schools to highlight opportunities to school leavers and they have engaged further afield, for example with **Middlesbrough College** who have a surplus number of students who are looking for opportunities.
- Continue working with the **Preston Trust** who have expanded their financial support scheme for students within the Stokesley Parish to supporting apprentices with educational needs and costs.
- Promote the offer scheme from **Thirsk Rotary Club** which provides financial support to apprentices for their studies.
- Continue promoting the **Wheels to Work** scheme to help apprentices get to rural businesses.

Graduate Scheme

6th August 2017

1.0 PURPOSE OF REPORT:

An overview of the Graduate Scheme

2.0 BACKGROUND:

The project was initially established as a key activity in the delivery of one of the Council's high level priorities, which is to support local economic growth. There is evidence that getting Graduates into work, not only makes a huge difference to the lives of those young people, but it is also a positive way of stimulating the local economy.

The graduate scheme supports businesses with up to 250 employees based in Hambleton who recruit a Graduate who does not have to reside in Hambleton. The graduate needs to be aged 16-24 within the guidelines of the current scheme.

2.1 PROJECT SCOPE

A £4k grant was given to the business during the term of employment to support the wage subsidy. An offer of a £1k grant to support equipment costs was also offered.

2.2 TARGETS AND OUTPUTS

The target was to support 15 graduates over a two year period with a target of 30 graduates.

2.3 FIGURES

- Total applications for the grant: 39
- Total businesses who progressed to recruitment: 28
- 18 businesses have completed the agreed recruitment period of the agreement (6/12 months)
- 3 graduates left before the end of the agreed period
- 7 graduates are currently within the agreed period and their claims are on going

2.4 OUTCOME

- 18 graduates are still in employment beyond the agreed period which is 100% success rate

2.5 TEESSIDE UNIVERSITY

Hambleton District Council initially worked with Teesside University to co-fund the scheme however due to a lack of funding Teesside University pulled out of this scheme in 2015 and HDC committed to the full costs. The Business and Economy team undertake all the administration and quality checks.

3.0 FINANCES

4.1 Budget was £100,000.

£87349.8 has been processed as businesses are still going through the process and claims are still being processed for the wage subsidy and equipment grant..

Average spend per graduate is £3500

4.0 Achievements

The original benefits to the projects were to include:

- Improved employability prospects within the Hambleton district for young people.
- Business growth.

The project results demonstrate a high number of the graduates stay with the employer which is a success for the scheme.

The feedback is very positive from the supported businesses. They have all found the grant easy to apply for and have appreciated the additional support from the Business and Economy team whilst applying.

4.0 FUTURE OF THE SCHEME

The scheme has recently been evaluated internally with a report due to go to Management Team in August. There are a number of recommendations which we will look to consider alongside any scrutiny recommendations made. Partnership working with Teesside University continues however it continues to be a struggle for businesses to attract graduates due to the rural nature of the district.

Some of the businesses are large employers with a significant wage bill who potentially would have recruited regardless of the grant available (Labman, Analox, Walter Thompson). However other businesses have been able to expand, and take on another graduate as a result of the finance support (WJPS, Joe Cornish).

HAMBLETON DISTRICT COUNCIL

Report To: Cabinet
17 April 2018

From: Scrutiny Committee

Subject: POLICY REVIEW – GRADUATES AND APPRENTICE SCHEMES – FINAL REPORT

All Wards

1.0 SUMMARY:

- 1.1 Between July 2017 and February 2018 the Committee undertook a review of the Council's Graduates and Apprentice Schemes. This report sets out the Committee's findings, conclusions and recommendations.

2.0 INTRODUCTION:

- 2.1 Reviewing the Council's Graduates and Apprentices schemes was considered an appropriate topic for review to ascertain whether the schemes were successful in meeting the Council's priority within the Council Plan for 'Driving Economic Vitality'. One of the key priorities within this theme was to facilitate 25 young people into work in small businesses by April 2018 through apprenticeships and to facilitate 7 graduates into Hambleton businesses by April 2018 through the graduate scheme.

- 2.2 The Committee as a whole undertook the review pursuant to the following terms of reference:

To review the Graduates and Modern Apprentices Schemes and to evaluate:

- how successful the current schemes are;
- whether the current schemes are fit for purpose;
- whether the current schemes provide good value for money to the Council;
- opportunities for improvement; and
- further opportunities for joint working.

- 2.3 In order to determine whether the District Council's plans, policies and practices were effective, the Committee decided to:-

- review the Graduate and Apprentice Schemes – policies and associated documents;
- review testimonials from graduates and apprentices; and
- survey businesses who had used the schemes to obtain feedback on how successful or otherwise their experience had been.

3.0 EVIDENCE

- 3.1 The following witnesses attended meetings of the Committee to give evidence, namely:

- Helen Kemp, Director of Economy and Planning (HDC); and
- Nicole Patterson, Business and Economy Manager (HDC).

3.2 The Committee also reviewed the following documents in detail:

- Graduate and Apprentice schemes;
- application and feedback forms;
- publicity material; and
- survey results.

4.0 FINDINGS

4.1 Based on the written and oral evidence presented, the Committee's findings were as follows:

Apprenticeship Scheme

- 4.1.1 The Committee noted that the project was initially established in 2013 as a key activity in the delivery of one of the Council's high level priorities, namely to support local economic growth, and there was evidence that getting young people into work, not only made a huge difference to the lives of those young people, but it was also a positive way of stimulating the local economy.
- 4.1.2 One of the priorities in the Council Plan is 'Driving Economic Vitality' with a performance indicator of facilitating 25 young people into work in small businesses through apprenticeships. The Council works closely with the local schools, Job Centre Plus and training providers.
- 4.1.3 The Committee was advised that the apprentice scheme supports businesses based in Hambleton who recruit apprentices who reside in Hambleton. The apprentice needs to be aged 16-24 to qualify for the current scheme. The scheme was primarily targeted at small businesses and in particular those employing less than 10 people but also looked at opportunities for an apprenticeship in businesses employing less than 100 people.
- 4.1.4 A £2,000 grant is given to the business during the term of employment to assist in paying the apprentices wages. There was also an accompanying grant that offered up to £5,000 to for equipment or associated costs in employing an apprentice. The business had to put in 25% of the costs to match fund the application.
- 4.1.5 The Government provides an Age Grant of £1,500 for businesses employing less than 50 employees who employ one new apprentice. A business can only access this grant once per year.
- 4.1.6 The Committee was informed that approximately 67% of the apprenticeships have continued past their training with the original business. A small number have gone on to study for another 2 years and some have left to move to a different organisation.
- 4.1.7 The apprenticeship scheme forms an important part of the Council's business support offer and often leads to the Council working with a business to support them in other areas. There has been a great deal of positive feedback in relation to this scheme and many success stories for the businesses and the apprentices, including business growth and permanent jobs for the apprentices. Many of the businesses have gone on to employ an additional apprentice and have found that planning to employ more staff has improved their wider business plans, promoted business growth, increased sales and led to businesses moving to better premises.

Funding

- 4.1.8 Initially the scheme was funded through the One-Off fund. However, from 2016/17 the scheme has been financed through the Economic Development Fund. Due to funding other priorities there remains a limited budget for 2017/18 but there is sufficient capacity to continue to fund £50,000 from the Economic Development Fund in 2017/18.
- 4.1.9 The Committee was advised that apprentices are advertised through the National Apprentice Service, job adverts, colleges, etc. The District Council checks the criteria of the apprentice to ensure they match the criteria for the scheme and then the business employs the apprentice. There are checks undertaken with businesses and colleges after 4 weeks and 12 weeks to ascertain whether the apprentice is still there and additional checks at 22 weeks. If the apprentice leaves between weeks 1 and 12, the District Council will recover £500 of the initial £1,000 instalment and no further monies will be paid. If the employer terminates the apprentice's contract or they leave between weeks 13 and 22, the employer refunds the second payment of £1,000.

Success of the Scheme

- 4.1.10 The Committee recognised that the original benefits of the project included:
- a real job for an unemployed young person, for the minimum period of the apprenticeship, with an expectation of sustained employment;
 - intensive short training course to prepare candidates for work, so even those who are unsuccessful in their application have improved employability prospects;
 - improved employability prospects within the Hambleton district for young people;
 - business growth; and
 - a reduction in the long-term unemployed young people in Hambleton.
- 4.1.11 The Committee noted that the project demonstrated that a high number of apprentices stay with the employer, which is a success for the scheme. Hambleton District Council tries to encourage businesses to recruit at appropriate times, primarily linked to the academic school year. Businesses trying to recruit in January struggle to recruit an apprentice. Therefore the Council encourages businesses to consider when school/college leavers receive their results, thus ensuring businesses seek to recruit apprentices at the appropriate time.
- 4.1.14 The Committee recognised that feedback is very positive from the supported businesses. They have all found the grant process easy to follow and have appreciated the additional support from the Business and Economies team. The scheme has assisted small business, in particular, in recruiting apprentices.
- 4.1.15 Evaluation forms are completed at the end of the 12 month period. This helps the Council ascertain the value of the scheme to the business and apprentices and potentially highlight areas for improvement.

Graduates Scheme

- 4.1.16 The Committee recognised that graduates are slightly different from the apprentices as they are already trained. Applications do not have to be from small businesses and graduates do not have to reside in Hambleton. The same application process applies, certain criteria have to be fulfilled and the decision is made by a panel. If the funding is approved, the businesses then recruit their own graduate. There were lots of examples of people obtaining permanent employment through this scheme.

- 4.1.17 The graduate scheme supports businesses with up to 250 employees based in Hambleton who recruit a Graduate who does not have to reside in Hambleton. The scheme is open to graduates of any UK university who have completed their studies within the last 3 years.
- 4.1.18 The Committee was informed that on the 2 December 2014 Members approved the Hambleton Economic Strategy and Investment Plan 2014 – 2024. One of the key projects highlighted within the Investment Plan was the introduction of a Graduate Programme whose overarching objective was to support 15 graduates (at a cost of £50,000 each year) to find employment with Hambleton businesses.
- 4.1.19 The scheme was launched in January 2015 to run for an initial period of 2 years - 2015/16 and 2016/17, with an allocation of £100,000 from the Economic Development Fund. Initially the Council operated the scheme in conjunction with Teesside University. Following a restructure in 2015 Teesside University was no longer able to continue with the scheme. Hambleton District Council, therefore, took over responsibility for completing pre-checks such as health and safety on site assessments and has managed and administered the scheme from 2015 onwards.
- 4.1.20 The target was to support 15 graduates per annum, which equates to 30 graduates over the two year period.

Funding

- 4.1.21 There is a target within the current Council Plan to support 7 Graduates in 2017/18, the costs associated with delivering this are £28,000. The scheme continues to be funded through the Economic Development Fund.

Success of the Scheme

- 4.1.22 The Committee was provided with the following statistics:
- Total applications for the grant: 39
 - Total businesses who progressed to recruitment: 28
 - 18 businesses had completed the agreed recruitment period of the agreement (6/12 months)
 - 3 graduates left before the end of the agreed period
 - 7 graduates are currently within the agreed period and their claims are on going
- 4.1.23 18 graduates were still in employment beyond the agreed period which was a 100% success rate.

5.0 CONCLUSIONS:

- 5.1 The Committee concluded from the evidence that the Apprentices and Graduates Schemes are working very successfully, that they are fit for purpose and good value for money.
- 5.2 Analysis on feedback received from the survey illustrated that the process of applying for funding was found to be easy, although it was suggested that perhaps an online form could be provided.
- 5.3 The Committee recognised that the schemes appeared to be oversubscribed and suggested that they would perhaps benefit if more funding could be identified and made available.
- 5.4 The Committee supported the continuation of these schemes.

6.0 RECOMMENDATIONS:

6.1 To recommend to Cabinet that:-

- (1) it be noted that the current arrangements for the Apprentice and Graduates Schemes are effective, fit for purpose and good value for money;
- (2) officers investigate the possibility of providing an online application form for the Apprentice and Graduates Schemes;
- (3) consideration be given to identifying whether there is any additional funding available to invest in the schemes in future years; and
- (4) the Committee supports the continuation of the Apprentices and Graduates Schemes.

COUNCILLOR S P DICKINS
CHAIRMAN

Background Papers: None
Author ref: LAH
Contact: Louise Hancock
Democratic Services Officer
Direct Line: 767015