

PILOT APPRENTICESHIPS SUPPORT SCHEME
WDA/33/13

Recommendation

That Members:

1. Agree Option Two as the preferred option for the delivery of the Waste Apprenticeships support scheme as detailed in paragraph four of this report; and
2. Delegate to the Chief Executive, in consultation with the Chairperson to agree the necessary amendments to the individual schemes to ensure the outcomes and overall budget agreed with providers are aligned with the option chosen by Members.

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PILOT APPRENTICESHIPS SUPPORT SCHEME**WDA/33/13****Report of the Chief Executive****1. Purpose of the Report**

- 1.1 For Members to consider an Authority approach in 2013-14 for Waste Apprenticeships support for Merseyside based on proposals received from constituent districts; and
- 1.2 Seek Members approval and commitment to allocate the required funds for the minimum Apprenticeships period of one year for Option 2 as set out in paragraph 4 of this report.

2. Background

- 2.1 Members approved a revised Corporate Plan at its meeting on 23rd November 2012 (Report WDA/27/12) following a workshop on 26th October to identify the Authority's priorities. A key amendment to the Corporate Plan was to develop a proposal for Members' consideration during 2013/14 in relation to an apprenticeship programme.
- 2.2 The statutory waste hierarchy requires the Authority to manage waste in order of their environmental impact with waste prevention, preparing for re-use and recycling as the most favoured options. Developing the skills base of the workforce through an apprenticeship support programme could assist this aim to move waste management activities higher up the waste hierarchy. This pilot project aims to assess the effectiveness of funding this type of action.

3. Apprenticeship Proposals

- 3.1 The Authority had initial discussions about apprenticeships with the Merseyside and Halton Waste Partnership's Senior Officers Working Group (SOWG) and Liverpool City Region Directors Group. As part of a service development project the Authority considered it may be able to provide support funding and possible in-kind support to such district led programmes with a potential budget of approximately £15-20,000 per district from the General Fund. This programme would not include Halton as it is Levy based but Halton have been included in the discussions for information.

- 3.2 MRWA expressed its interest in receiving submissions from constituent Districts who were running or planned to run an Apprenticeships Programme which included or could include sustainable waste management elements. An initial proposal for a pilot apprenticeship programme at Sefton Council in conjunction with Nordic Pioneer was submitted for consideration in March 2013.
- 3.3 Nordic Pioneer's Development Director gave a presentation on the Apprenticeships programme and his work with Sefton Council at the SOWG Meeting on 16th May. This included alternative and creative ways of managing resource requirements in a challenging financial climate and accessing wider Government funding available to train apprenticeships for a minimum of one year.
- 3.4 All districts were encouraged to have further discussions with the Authority and submit proposals by 1st August 2013.
- 3.5 Two proposals for funding were received from Sefton and St Helens. The remaining three districts did not submit proposals. A number of reasons have been cited, including:
- There was limited capacity and funding available in the districts;
 - Difficult to operate within existing apprenticeship commitments during 2013/14;
 - Concerns about taking on young apprenticeships and not being able to provide employment at the end of the process;
- 3.6 However, districts expressed interest in to revisiting this support option if possible and develop programmes for 2014/15, particularly following the results of the pilot programmes.
- 3.7 The proposals submitted are summarised in Table 1 overleaf with funding requests which could train between 12 and 21 young people as apprentices in St Helens and Sefton. The apprentices training will focus on the following waste management activities which are in line with the Authority's objectives and those of the Joint Recycling and Waste Management Strategy for Merseyside:
- Placement in local neighbourhood services to enhance delivery of recycling and waste minimisation, achieve high recycling rates and maximise landfill diversion;

- Engage in education and awareness raising activities to promote behavioural change , resource efficiency including working on local campaigns, at events and at the Recycling Discovery Centres to promote recycling and waste prevention activities to the public such as Love Food Hate Waste;
- Opportunities to learn about the operational facilities at collection depots, HWRCs and MRF;
- Re-use projects and activities;
- Supporting schemes to reduce the environmental and carbon impacts of waste management;

3.8 As a result of only two districts submitting schemes, it would be possible to utilise more of the available funding to provide more additional apprenticeship support to the pilot schemes. However, this level of funding may not be available in future years depending on the budget and the number and quality of submissions received.

Table 1: Summary of Submissions

District	Project	Funding Request	Outputs
St Helens	Fund young people (16-18) at Level 2 for 12 months as recycling and street scene champions and promotion of waste prevention, re-use and wider waste management.	<p>Option One £20,625.28 (Four apprentices)</p> <p>Option Two £30,937.92 (Six apprentices)</p>	<p>St Helens to recruit and provide programme of planned work activities and supervision, support talks and review meetings. Work based Learning Co-ordinator to support apprenticeships to gain employment at the end of the programme.</p> <p>Asset Training (training provider) assessment visits and paperwork for qualifications</p> <p>MRWA support visits</p>

			to MRF and awareness/experience of wider waste management
Sefton	Fund 12 month pilot young environmental apprenticeships covering waste management and street scene.	<p>Option 1 £57,150 (8 Apprentices plus supervisory support and Nordic Pioneer Fee)</p> <p>Option 2 £68,344 (10 Apprentices and as above)</p> <p>Option 3 £79,538 (12 Apprentices and as above)</p> <p>Option 4 £96,328 (15 Apprentices and as above.</p>	<p>Sefton Council/Nordic Pioneer to recruit, provide training, assessor visits, paperwork for qualifications, monthly project management meetings.</p> <p>Employability officer support.</p> <p>MRWA support visits to MRF and awareness/experience of wider waste management.</p>

4. Funding Options

- 4.1 It was originally proposed to offer support for each district's existing apprenticeship schemes by provision of waste management training through the service development fund. This support was envisaged as approximately £20,000 per district with a total of £100,000 potentially split between five districts.
- 4.2 St Helens and Sefton have put forward satisfactory proposals which they wish to commence as soon as practicable this financial year. In order to maximise the value and outputs of the projects and having regard for the minimum twelve month requirement for Apprenticeship schemes,

Members are asked to consider the following options all of which will require a commitment to delivery in the next financial year prior to budget setting for 2014-15;

4.3 Option One

- Fund both projects which will be capped at no more than £20,000 per district. This would assume up to 7 or 8 apprentices in total but subject to clarification by Sefton of the number of apprentices that can be trained for the reduced funding that can be delivered;

4.4 Option Two

- Members may wish to fund the first option submitted by St Helens and Sefton at a total cost of £77,775. This funding would be below the £100,000 originally envisaged for the whole programme required and would ensure 12 young people receive apprenticeship training.

4.5 Option Three

- Members may wish to fund the second options submitted by St Helens and Sefton at a total cost of £99,281 which again is below the £100,000 originally envisaged for the whole programme and would ensure 16 young people receive apprenticeship training.

4.6 Option Four

- Members may decide not to proceed with any award of funding in 2013/14. MRWA officers will work with all districts to develop apprenticeship funding proposals for consideration at the time of budget setting for 2014/15 to commence for a full twelve months from April 2014.

4.7 Members are asked to delegate to the Chief Executive, in consultation with the Chairperson, to agree any necessary amendments to the individual schemes to ensure the outcomes and overall budget agreed with providers are aligned with the option chosen by Members.

4.8 Whichever option is chosen, a review will be presented upon conclusion of the pilot scheme before any further proposals are considered for Apprenticeships programme report in future years. It will be a condition of

any funding awarded to districts that an output report is presented to the Authority at the conclusion of the pilot.

5. **Risk Implications**

5.1

Identified Risk	Likelihood Rating	Consequence Rating	Risk Value	Mitigation
Ability to fund apprenticeship scheme	3	4	12	Additional risks in any reduction in funding allocation to schemes on a VFM basis and ability to deliver within the financial year.
Capped option may not enable project to begin.	4	4	16	Reduced rate and timescale may not make the project viable but discussions leading to project agreement may mitigate the issue.
Failure to recognise the impact of economic and political environment	3	3	9	Partnership working to deliver local benefits. Members do have to consider the political implications of the geographical distribution to these awards.

6. **HR Implications**

- 6.1 This proposal is in line with the objectives of the Chief Executive's appraisal and forms part of the Authority's Corporate Plan. The proposal also provides social benefits to the districts in employing local young people and providing them experience in the work environment.

7. Environmental Implications

- 7.1 The Apprenticeships programmes will help to deliver corporate objectives and the Authority's vision which is "To improve people's quality of life by ensuring that waste is sustainably managed to bring about the best combination of environmental, economic and social benefits".

8. Financial Implications

- 8.1 This proposal is in line with the objectives of the Corporate Plan and the approved Budget for 2013-14. Members agreed to establish a service development fund using anticipated savings made through the interim contracts and the closure of Rainford Household Waste Recycling Centre. Sufficient savings have been made through the interim contract arrangement to fund all the options within this report.
- 8.2 Options to use the service development fund included the development of an approach to support Waste Apprenticeships for Merseyside and the proposals put forward offer value for money, environmental, social and economic benefits to local communities.
- 8.3 A summary of the financial options is illustrated below in Table 2 up to a maximum of £100,000. Increases in the budget would be funded from additional General Fund contributions if Members approved either options 2 or 3.

	Total Budget	St Helens	Sefton
Option One (Capped contribution)	£40,000 up to 7 or 8 apprentices	£20,000 4 apprentices	£20,000 (possible to support up to 3 or 4 apprentices but to be confirmed)
Option Two (Full contributions)	£77,775 12 apprentices	£20,625 4 apprentices	£57,150 8 apprentices
Option Three	£99,281 16 apprentices	£30,937 6 apprentices	£68,344 10 apprentices

9. Conclusion

- 9.1 Members agreed to consider proposals for waste apprenticeships support on Merseyside using the service development fund to invest in local schemes.
- 9.2 MRWA officers have held meetings to inform and discuss opportunities to fund apprenticeship proposals in each district but only two districts submitted proposals.
- 9.3 The St Helens and Sefton projects will enable districts to provide more sustainable waste management training within their Apprenticeship programmes.
- 9.4 The first three options provide Members with the opportunity to increase the number of young people being trained in waste management and could be identified as pilots to support future schemes across Merseyside. However, this is at a higher additional cost and the need for financial commitments ahead of the budget setting for 2014-15;
- 9.5 Option four gives districts time to consider their options and resources available for the next financial year and prepare proposals for members to consider at budget setting for commencement at the start of the 2014-15 financial year.
- 9.6 The report recommends Option 2 as a level of funding to support up to 12 apprenticeships. This pilot should provide a good evidence base to determine if the impact of the scheme support the Authority objectives and value for money of future programmes.

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The background documents to this report are open to inspection in accordance with Section 100D of The Local Government Act 1972 - Nil.