

# CHESHIRE EAST COUNCIL

## Cabinet

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<b>Date of Meeting:</b>	9 <sup>th</sup> December 2014
<b>Report of:</b>	Phil Badley – Interim Head of HR/OD
<b>Subject/Title:</b>	Notice of Motion – Work Experience for Young People
<b>Portfolio Holder:</b>	Cllr Barry Moran, Performance

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### 1.0 Report Summary

- 1.1 The purpose of this report is to consider and respond to the following motion which was moved by Cllr Brendan Murphy and Seconded by Cllr Lloyd Roberts at the Council meeting on 16th October 2014, and referred to Cabinet for consideration:

*“This Council regrets its failure to provide work-experience opportunities for young people and calls upon the Cabinet to implement an appropriate scheme at the earliest opportunity.”*

### 2.0 Recommendations

- 2.1 That the motion proposing the failure of Cheshire East Council to provide work experience opportunities be firmly rejected by Cabinet.

### 3.0 Reasons for Recommendations

- 3.1 An appropriate, robust work experience policy exists in order to ensure a consistent and transparent approach to the arrangements of all four categories of specified unpaid work experience arrangements across Cheshire East Council services.

- 3.2 The work experience programme is a key element of Outcome 3 – “People have the life skills and education they need to thrive”.

So far this year, 42 work experience opportunities have been arranged, with most successful outcomes and positive feedback.

### 4.0 Wards Affected

- 4.1 All

### 5.0 Local Ward Members

- 5.1 All

## **6.0 Policy Implications**

6.1 None

## **7.0 Implications for Rural Communities**

7.1 None

## **8.0 Financial Implications**

8.1 None

## **9.0 Legal Implications**

9.1 None

## **10.0 Risk Management**

10.1 None

## **11.0 Background and Options**

### **Context**

- Cheshire East Council operates a very successful work experience programme, linking in with curriculum based activity of local schools, colleges and universities to ensure that young people are able to enhance their academic studies with practical hands on experience in the workplace.
- The Cheshire East Council Workforce Development team supports requests from a range of sources including, educational institutions, teachers, students and parents. A team of officers co-ordinate the provision of structured opportunities where suitable placements are found for the following groups:
  - a. High school aged children 14-16 year olds (year 10 or 11)
  - b. Further education college students 16+ year olds
  - c. Higher education under-graduates 18+ years
  - d. Higher education post-graduates 21+ years
- Specific learning outcomes and relevant experience requirements, are matched to a suitable service area, for specified periods of time.

## **Duration and Volume of Placements**

- Placements are arranged from between 1 day to 100 days. The Workforce Development team ensures that placement outcomes are specified and agreed between the person seeking placement and the service area.
- Around 200 requests are received each year, with the majority of applicants reporting back positively about the success of the practical experience undertaken.
- Currently, eight undergraduate social work students are on a 100 day statutory placement within social care teams, with suitably qualified practice educators and work based assessors supporting their learning experience. Each year around six placements are agreed with South Cheshire and Macclesfield colleges.
- Annually, over 50 additional opportunities from a variety of undergraduate degree courses, for college / university students along with shadowing opportunities with senior managers, are available.
- Work experience placements with GPs and Public Health Doctors are also arranged through the Cheshire East Council Public Health team. In 2013/14, there were eleven placements - eight trainee F1 Doctors and three Public Health Registrars.

## **The Cheshire East Council Employment of Young People and Work Experience Policy**

- The Employment of Young People and Work Experience Policy states: "Cheshire East Council is committed to offering high quality work experience placements across the organisation in order to support young learners who will soon see work becoming an important part of their lives." This policy supports the Council's outcome of ensuring 'people have the life-skills and education they need to thrive'.

## **Remuneration**

- Practical work experience placements are arranged for candidates on a volunteer basis who receive no funding / payment or wage. Travel expenses are, however, covered by the service area directly.

## **Additional Work Experience Schemes**

- In addition to the volunteer work experience route, Cheshire East Council also operates:
  - a. The award winning Apprenticeship scheme for about 50 young people each year, ensuring that young people get a good start in life, and are prepared for the world of work. Practical experience to support the study of a vocational technical qualification is provided.
  - b. Paid internship placement opportunities are also arranged through partner universities who offer support with this process. For example, the MMU 'Gradmatch' scheme.

## **12.0 Access to Information**

The background papers relating to this report can be inspected by contacting the report writer:

Name: Phil Badley  
Designation: Interim Head of HR/OD  
Tel No: 01270 868328  
Email: [phil.badley@cheshireeast.gov.uk](mailto:phil.badley@cheshireeast.gov.uk)