

SLOUGH BOROUGH COUNCIL

REPORT TO: Employment & Appeals Committee
DATE: 24th January 2019
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WARD(S): All

PART 1 **FOR COMMENT & CONSIDERATION**

THE SLOUGH ACADEMY - UPDATE

1 Purpose of Report

To provide an update on the project and progress made since the last report in October 2018.

2 Recommendation(s)/Proposed Action

The Committee is requested to note and provide any comments on the information outlined in this report.

3 Project Update

3.1 Launch

The Slough Academy was launched as planned in November 2018 with a comprehensive internal and external communication programme.

Internal

- **Slough Academy Champions**

Approximately 30 members of staff volunteered across the Council to act as Champions for the Academy. Their key tasks will be to promote the mission and concept of the Academy and champion SBC's new approach to Continuous Professional Development.

- **Briefings**

Project Board Members briefed their Managers on the Academy to enable them to cascade information to their teams. In the November TalkAbout an update on the Slough Academy was provided to all staff.

- **Insite**

The Slough Academy has a dedicated website page on our intranet to ensure staff are fully updated and aware of all progress and opportunities.

External

The Council issued a press release called 'Growing our Own Talent' which describes the Slough Academy. A statement was provided by Councillor Hussain, the press release is available in Appendix A.

3.2 **Academy Team Recruitment Update**

We are pleased to report that we have appointed an external candidate to the post of the Slough Academy Manager who is due to start mid-March 2019.

A second Apprentice Specialist will also be recruited in January 2019 to provide additional resource to speed up the rollout of Apprenticeships across the Council.

3.3 **Schools and Nurseries**

Two of our 12 maintained schools and nurseries are in the initial stages of investigating using their Levy.

An Apprenticeship Forum for our maintained schools and nurseries is booked for early February and to date 8 have confirmed their attendance. The Academy is working with the Children, Learning and Skills Directorate to engage with schools through the establishment of further specifically designed forums.

3.4 **Supporting Technology**

Implementation of the Apprenticeship e-Portfolio and Talent Management System (TMS) are on schedule with the former due to start in January 2019 and the latter in February 2019.

3.5 **High Level 2019 Project Plan**

During 2019, the Academy will focus on 6 workstreams:

- Operating Model – continuing to build a solid infrastructure
- Supporting Technology – implementing e-portfolio system and TMS
- Phase 1 Apprenticeships
- Phase 2 Continuous Professional Development
- Phase 3 Succession Planning
- Benefits Realisation

Supporting Technology will be a critical enabler for the other workstreams.

3.6 **Adult Social Care Trailblazer**

The first group of existing staff will commence their Apprenticeship Training Programmes during January and February. This group consists of 13 existing staff on a range of programmes.

Following an unsuccessful internal recruitment process to appoint to our first Apprenticeship posts of Assistant Activity Co-ordinators, these will now be advertised externally.

3.7 **Next tranche of Apprenticeships**

Following the commencement of programmes in the Adult Social Care Trailblazer, work has commenced on Wave One Apprenticeships, where we will start implementing programmes in other Directorates:

The first of these programmes will be:

- Customer Service Practitioner Levels 2 and 3: 1 new post and 1 existing employee
- Commercial Procurement and Supply Level 4: 1 new post
- Early Years Level 2: 6 new posts commencing August 2019

4. **Appendices Attached**

Appendix A: Slough Academy Press Release

29th November 2019

Growing our own talent

Slough Borough Council has launched The Slough Academy, which will offer a new approach to its apprenticeships, including for the first time, a range of profession based roles for all ages.

The Slough Academy will oversee all of the council's apprentices and the continuous professional development of existing and new staff to provide the best services it can for the residents of Slough and recruit new talent to bridge the skills gaps.

Talent of any age will soon be able to apply for the council's new apprenticeship training programmes, some of which will offer degree level or post graduate qualifications in key professions, such as planning, social work, childcare, leisure and many more.

All apprenticeships will be paid jobs with competitive salaries and access to all the same benefits as other council colleagues. As well as gaining hands on experience, apprentices will be given 20 per cent of time off-the-job to study and prepare for assessments.

The changes have been introduced following the government's apprenticeship reforms and the funding available to organisations to offer a wider range of apprenticeships.

Previously, the council offered a small number of NVQ business apprenticeship programmes to school leavers aged between 16 and 19 years.

New apprenticeships will be rolled out from early 2019 with opportunities advertised on the council's website www.slough.gov.uk/jobs

Cllr Sabia Hussain, deputy leader of Slough Borough Council, said: “The Slough Academy is about developing and growing our own staff, attracting new talent to the council and creating new opportunities in Slough. Ultimately it is about making sure we have the right skills in our workforce to meet the needs of our residents both now and in the future. Our new apprenticeship programmes will help to deliver this.

“So whether you are starting out in your career, or want to further your skills and experience, there is something for everyone.”

For further information visit www.slough.gov.uk/apprenticeships

Ends

The Slough Academy



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