



**REPORT FOR  
DECISION**

**AGENDA  
ITEM  
12**

<b>MEETING</b>	Six Town Housing Board
<b>DATE</b>	10 JUNE 2009
<b>SUBJECT</b>	TRAINEE AND APPRENTICESHIP STRATEGY
<b>STATUS</b>	FOR PUBLICATION
<b>CONTACT OFFICER</b>	Lindsey Stafford Scott 0161 686 8000

**1. INTRODUCTION**

This report introduces the proposed “Trainee and Apprenticeship Strategy” for Six Town Housing.

**2. IMPACT ON CUSTOMERS**

2.1 The Equality Impact Assessment (EIA) carried out shows this strategy will have a positive impact on our customers. The aim of the strategy is to provide training and employment opportunities for our local communities with an emphasis on support for our customers.

**2.2 RISK MANAGEMENT**

2.2.1 See Below.

<b>Statement from Director of Corporate Services</b>	This Strategy contributes to the long term viability of the organisation and has the potential to generate further growth and diversification opportunities in the future, thereby supporting the Risk Management Strategy and framework.
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**2.3 FINANCIAL IMPLICATIONS**

2.3.1 It is anticipated that any costs for the introduction and delivery of the Trainee and Apprenticeship Strategy can be met from within the existing Learning & Development and Human Resource Budgets.

<b>Statement from Finance and Business Development Manager</b>	There are no additional financial implications arising from this report.
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## 2.4 EQUALITY AND DIVERSITY IMPLICATIONS (should include Equality Impact Assessment)

2.4.1 See EIA.

## 2.5 STRATEGIC OBJECTIVES

2.5.1 See below

<b>Statement from Chief Executive</b>	The trainee and apprenticeship strategy supports our corporate aims and key strategic priorities, namely: <ul style="list-style-type: none"><li>• To ensure the organisation has a long term, viable future;</li><li>• To provide excellent services to our customers remonstrated by achieving high levels of customer satisfaction across all service areas; and</li><li>• To maintain a fit for purpose organisation.</li></ul>
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## 3. RECOMMENDATIONS

3.1 It is recommended that the Board approves the new Trainee and Apprenticeship Strategy.

## 4. BACKGROUND

4.1 Six Town Housing is currently involved with programmes aimed at helping the community and our customers gain skills and employment such as apprenticeships, the intermediate Labour Market (ILM) programme and the Persistent Prolific Offender (PPO) programmes etc.

4.2 Six Town Housing needed to look at how these programmes could and should form part of the Organisational strategy moving forward.

4.3 The introduction of a Trainee and Apprenticeship Strategy will provide a focal point for these and future programmes in line with Six Town Housing Learning & Development and Organisational goals and objectives.

## 5. OPTIONS/ISSUES

5.1 To agree the adoption of the Trainee and Apprenticeship Strategy.

5.2 To reject the adoption of the Trainee and Apprenticeship Strategy.

5.3 The relevant SIPS and plans are:

(1) Human Resource & Organisational Department SIP 2009/10.

(2) Training plan 2009/10.

## 6. CONSULTATION

- 6.1 The new Trainee and Apprenticeship Strategy is subject to approval at EMT on the 1 June 2009 and has been consulted upon via Staffing Consultative Committee on 4 June 2009.
- 6.2 The strategy has been developed in consultation with the Community Regeneration Group, Community Involvement, Head and other members of HR & Organisational development. This strategy will also be taken to the Annual Customer Conference Road Shows 2009 and the Employment Awareness event due to take place in November 2009 to consult on the action plan.

## TRACKING/PROCESS

<b>EMT</b>	<b>UNIONS SCC</b>	<b>LIAG</b>	<b>COMMITTEE</b>
<b>1 June 2009</b>	<b>4 June 2009</b>	<b>N/A</b>	
<b>BOARD</b>	<b>COUNCIL</b>	<b>OTHER</b>	
<b>10 June 2009</b>	<b>N/A</b>		