

**REPORT TO:** POLICY & RESOURCES COMMITTEE - 13TH MAY 2002 AND  
EDUCATION COMMITTEE - 20TH MAY 2002

**REPORT ON:** CONSTRUCTION PRE-APPRENTICESHIP INITIATIVE

**REPORT BY:** CHIEF EXECUTIVE

**REPORT NO.:** 330-2002

**1. PURPOSE OF REPORT**

1.1 To seek approval for a Construction Pre-Apprenticeship Initiative pilot programme.

**2. RECOMMENDATIONS**

2.1 That the Committee agrees that the pilot programme be set up.

**3. FINANCIAL IMPLICATIONS**

3.1 It is unclear at this stage what the specific funding requirements will be, particularly in the later years of the project. However, in Year 1, provided SIPS funding is approved, no additional Council funding will be required.

3.2 If SIPS funding is not approved, an additional Committee report seeking a revenue contribution will be prepared. In addition, further reports will be put to Committee in relation to future years of the project.

**4. LOCAL AGENDA 21 IMPLICATIONS**

4.1 The recommendations in the report will meet Local Agenda 21 objectives through ensuring:

- Local needs are met locally.
- Access to the skills, knowledge and information needed to enable everyone to play a full part in society.

**5. EQUAL OPPORTUNITIES IMPLICATIONS**

5.1 Equal Opportunities is integral to the Construction Pre-Apprenticeship Initiative.

- Organisations involved in the Construction Pre-Apprenticeship Initiative will be required to be committed to equal opportunities.
- Women, in particular are under-represented in the construction sector. During 2000-2001, of 121 school leavers entering construction employment, only one was female.
- The Construction Pre-Apprenticeship Initiative will positively encourage females to consider a career in construction.

## 6. ANTI POVERTY STRATEGY

- 6.1 The initiative will develop the employment prospects of pupils who would otherwise leave school with very few academic qualifications.

## 7. BACKGROUND

- 7.1 Surveys and studies carried out by organisations such as the Construction Industry Training Board, the Federation of Master Builders, The Construction Federation, the Civil Engineering Contractors Association and the House Builders Federation all report shortages of skilled labour and significant recruitment difficulties.

- 7.2 These findings are confirmed by the local experience of construction employers including Dundee City Council Contract Services.

- 7.3 In response to this, the Director of Contract Services convened an initial meeting involving the Economic Development Department and the Construction Industry Training Board during Summer 2001 to discuss the development of an initiative designed to:-

- Improve the supply of skilled trades people in Dundee.
- Provide an alternative curriculum for pupils in Dundee schools.

- 7.4 This was followed by separate meetings with the Education Department and with the major construction companies in Dundee, all of whom have made a commitment to the initiative.

- 7.5 A subsequent meeting held early in 2002 established a wider partnership including Dundee College and Scottish Enterprise Tayside, Contract Services, Economic Development, Education, CITB and, latterly, the Plumbing Employers' Federation. This partnership has developed the proposal described below.

## 8. THE INITIATIVE

- 8.1 The initiative has been targeted at pupils who would be most likely to benefit from a vocational approach to education.

- 8.2 The pilot phase will involve one intake of 48 pupils in August 2002 and will be structured as follows:

### 8.3 **Stage 1** (*August 2002 - June 2003*)

- 8.3.1 S3 pupils will attend Dundee College on a half-day release and have "tasters" in a range of construction trades. Site visits and appropriate work shadowing to Contract Services and future employers will be organised. These pupils will be likely to follow a maximum of seven Standard Grade courses instead of eight, but will gain a qualification equivalent to a Standard Grade award.

### 8.4 **Stage 2** (*August 2003 - July 2004*)

- 8.4.1 Pupils that have completed stage 1 will enter into S4 and will choose which trade they wish to specialise in. Pupils will then attend Dundee College on a half-day release and achieve 4-5 SVQ Level 2 units in that specific construction craft.

- 8.4.2 Appropriate work experience and site visits to Contract Services and future employers will be organised.

8.4.3 A 2-3 week summer school to provide extended practical work experience will be considered at this stage in the process.

### 8.5 **Stage 3**

8.5.1 Pre Apprenticeship - Pupils leave school and attend Dundee College on a full time bursary supported programme to complete a full SVQ Level 2 group award and prepare for employment. Employers will provide extended work experience, either 2 days per week, or on block release basis. This phase will last approximately 20-26 weeks.

### 8.6 **Stage 4**

8.6.1 Apprenticeship - Successful candidates will commence full time employment with a local employer to complete their apprenticeship.

## 9. **TIMESCALES**

9.1 The local Partnership aims to have the project running for pupils that enter into S3 in August 2002. Due to the limited ability of partners to commit funding beyond the financial year 2002 - 2003 the initiative, at this point in time, is only able to operate up to the end of stage 1 for the first intake only.

9.2 It is the long term plan of the initiative, however, to secure funding that will allow the Initiative to be piloted over the period to 2006.

9.3 Initial marketing of the initiative to schools, pupils and parents is already underway and has engendered a positive response.

## 10. **COSTS**

10.1

<b>Stage 1</b>	<b>£</b>
Teaching Costs (based on 4 groups of 12 pupils)	10,368
Materials	500
Tools/Equipment (Mainly use of existing equipment/tools)	300
Travel (Based on £1 per pupil per journey to and from college)	1,728
Marketing/Promotion	500
<b>Total Stage 1 Costs</b>	<b>£13,396</b>
<b>Stage 2</b>	<b>£</b>
Teaching Costs	10,368
Materials	1,700
Tools/Equipment (Based on a basic tool-kit of £120 for each pupil)	5,700
SVQ Registration Fees (£30 per Candidate)	1,400
Travel	1,728
<b>Total Stage 2 Costs</b>	<b>£20,936</b>

10.2

<b>Stage 3</b>	<b>£</b>
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Teaching Costs	62,208
Materials	3,500
Tools (£30 top-up existing basic tool-kit)	1,400
<b>Total Stage 3 Costs</b>	<b>£67,148</b>

## 11. FUNDING

### 11.1 Funding Contributions 2002-2003

Scottish Enterprise Tayside	£5,000
Education Department (from the Excellence Fund)	£3,000
Education Business Partnerships (awaiting approval of an additional £1,500 from Careers Scotland)	£1,500

The Social Inclusion Partnership has been approached for £5,000 in year 2002 - 2003, schools will also make a contribution to travel costs.

If SIP funding is not approved, the Initiative will require additional financial support from the Council of £3,896.

### 11.2 Funding Contributions 2003-2004

Partners are unable to guarantee continued funding at this point in time as 2003 - 2004 budgets are not yet agreed. Each partner has, however indicated an intent to provide financial support to the Initiative into phase 2 at least.

A range of different financial scenarios are possible during Stage 2, the most positive is that the Initiative secures support from the European Social Fund, Social Inclusion Partnership and continuing funding from the funding partners identified above. In addition, at this stage, Contract Services will be in a position to assist the initiative with in kind support.

This scenario would allow a second intake of pupils to a second phase 1 during 2003-2004 period, whilst the first intake goes on to Phase 2.

A further report will be submitted to Committee to update on this position in due course.

## 12. CONSULTATIONS

12.1 The Chief Executive and Directors of Finance, Support Services, Contract Services and Education were consulted in the preparation of this report.

13. **BACKGROUND PAPERS**

- Construction Industry Training Board "Skills Foresight Report 2001-2006"
- Federation of Master Builders State of the Trade Survey - April 2001
- Construction Federation Construction Trends Survey - May 2001
- The Civil Engineering Contractors Association Workload Trends Survey - April 2001

**CHIEF EXECUTIVE** ..... **Date**.....