

<b>SUBJECT:</b>	<b>Y PRENTIS UPDATE</b>
<b>MEETING:</b>	<b>ECONOMY AND DEVELOPMENT SELECT COMMITTEE</b>
<b>DATE:</b>	<b>6<sup>TH</sup> APRIL 2017</b>
<b>DIVISION/WARDS AFFECTED:</b>	<b>ALL</b>

**1. PURPOSE:**

- 1.1 To present the 2016-18 *Y Prentis* Business Plan.

**2. RECOMMENDATIONS:**

- 2.1 It is recommended that Economy and Development Select Committee:

- Receives the 2016-18 *Y Prentis* Business Plan (Appendix B) which provides details of the past, current and future activities of *Y Prentis* further to the [Cabinet decision](#) on the 7<sup>th</sup> December 2016 to formally pass ownership of *Y Prentis* from CMC<sup>2</sup> to Monmouthshire County Council.

**3. KEY ISSUES:**

**BACKGROUND**

- 3.1 [Y Prentis](#) was established in 2012 by CMC<sup>2</sup> and Melin Homes as a 'not for profit' company, limited by guarantee. *Y Prentis* is the only Construction Industry Training Board's (CITB) approved deliverer of shared apprenticeships in construction in South East Wales. Its vision is to '*provide long term sustainable employment opportunities to help young people maximise their potential*' and its aim is to recruit 50 new CITB sponsored apprentices per year and 10 *Y Prentis* sponsored apprentices per year.

- 3.2 *Y Prentis* is clear in its priorities which are to:

- Deliver more apprenticeships to meet industry need;
- Keep the pipeline of new entrants flowing;
- Develop a career offer that promotes the construction sector as a route to economic prosperity for people of all backgrounds;
- Work with CITB, schools, colleges, universities and other training providers to ensure we develop their knowledge and understanding of the construction sector's requirements;
- Provide support to help businesses to improve their competitive edge and to take advantage of new opportunities; and
- Work with the CITB, industry and government to help deliver infrastructure projects.

**4. REASONS**

- 4.1 The *Y Prentis* Shared apprenticeship model is well established with extensive support from Local Authorities and Housing Associations and a well-attended industry Advisory Panel to guide delivery, with 30 constituent partners from the construction industry, to guide delivery. To date *Y Prentis* has enabled over 160 young people into sustainable living wage apprenticeships of which twelve have been from Monmouthshire, a figure set to increase with the growing Future Schools building programme. Shared apprenticeships offer an alternative and more flexible means of apprentice delivery than traditional apprenticeships with their flexibility enabling the participation of smaller companies as well as apprenticeships support for shorter term contracts.

- 4.2 *Y Prentis* apprentices have several advantages when seeking long term, sustainable employment:

- Full framework qualification appropriate to their trade;
- Wide ranging experience with several companies giving them 'long interview processes' within each;
- Job search support; and
- Wide ranging client knowledge of 'graduating' apprentices.

**4.3** The *Y Prentis* flexible model assists in helping private sector companies meet their corporate social responsibility targets within government contracts. The Authority has also successfully appointed apprentices to the Future Schools building programme and *Y Prentis* has also implemented programmes of related community benefits using social clauses and Targeted Recruitment and Training. As well as doing social and community good – *Y Prentis* is also in a position where it has now accrued accumulated surpluses so it is financially stable. As a 'not for profit' company, any surpluses generated by *Y Prentis* are reinvested to support further apprenticeship development or added value activities.

**4.4** As the only CITB approved deliverer of 'Shared Apprenticeships' in South East Wales, *Y Prentis* has special status which improves its opportunities for long term sustainability having already secured more than £228k of funding for training and employment. Unlike project based funding schemes, *Y Prentis* is not time limited. Core funding comes from a range of sources including private sector income for wages and membership fees, CITB grants which are funded via a levy paid by the construction industry and the Welsh Government's Young Recruits Fund. However *Y Prentis* is an evolving model, diversification to meet the needs and demands of the sector has led to additional income streams being identified including community benefit delivery activities and consultancy services.

**4.5** Since the lull in 2012, construction output in Wales has grown by over 10% in real terms to 2014. 2015 saw further growth driven by a very strong performance in infrastructure, private housing and public non-housing work. Wales is projected to see an annual average output growth of 7.1% over the next five years to 2020, stronger than any of the English regions and other devolved nations, with employment growth projected to average 2.9% a year between 2016 and 2020, well above UK average. The workforce is expected to reach 129,000 by 2020, 5% up on its 2008 peak with demand expected to be strongest for construction professionals e.g. civil engineers, architects, surveyors, etc. Given emerging key investment programmes such as Tidal Lagoon, Circuit of Wales and the Cardiff Capital Region City Deal there is an increasing emphasis on skills development so *Y Prentis* is well placed for its continued future success.

**4.6** *Y Prentis* measures its success in many ways to ensure that the team are able to provide the longer term sustainable employment opportunities its apprentices require. Performance measures include no. of apprentices on site; no. of apprentices in full time employment after completion; no. of completers; apprentice attainment rate, etc. The team also measure their own performance for example by monitoring no. of marketing activities undertaken; no. of clients on advisory panel; no. of outstanding debtors; no. of apprentices on advisory panel, etc.

## **5. RESOURCE IMPLICATIONS:**

There are no resource implications as a result of this report.

## **6. CONSULTEES**

Economy and Development Select Committee  
Senior Leadership Team

## **7. BACKGROUND PAPERS**

**Appendix A** – Future Generations Evaluation

**Appendix B** - *Y Prentis* 2016-2018 Business Plan

**8. FUTURE GENERATIONS IMPLICATIONS**

The completed Future Generations Evaluation can be found in Appendix A. In summary, the purpose of Y Prentis is to provide much needed employment opportunities for young people, providing employment growth and an increasingly skilled workforce for the South East Wales region. As the company grows so will investment and growth opportunities, potentially for a wider range of sectors for example care or digital.

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**10. CONTACT DETAILS:**

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Appendix A



## Future Generations Evaluation (includes Equalities and Sustainability Impact)

<p><b>Name of the Officer</b> Cath Fallon</p> <p><b>Phone no:</b>07557 190969  <b>E-mail:</b> <a href="mailto:cathfallon@monmouthshire.gov.uk">cathfallon@monmouthshire.gov.uk</a></p> <p><b>Name of Service:</b> Enterprise</p>	<p><b>To:</b> Y PRENTIS UPDATE</p> <p><b>Date Future Generations Evaluation</b> 20<sup>th</sup> March 2017</p>
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***NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc.***




**1. Does your proposal deliver any of the well-being goals below?**



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A prosperous Wales</b>            Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Y Prentis provides much needed employment, growth and skills opportunities for our young people.</p>	<ul style="list-style-type: none"> <li>• Provision of a region wide service for both apprentices and employers alike.</li> <li>• Shared apprenticeship nature of the scheme enables opportunities for both small and large employers to take on apprentices without having to employ them directly.</li> </ul>

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	n/a	n/a
<b>A healthier Wales</b> People’s physical and mental wellbeing is maximized and health impacts are understood	n/a	n/a
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	There is potential to grow Y Prentis to enable it to offer apprenticeships in other sectors. This will provide further opportunities for young people to become more connected by working with local businesses in local communities.	To ensure Y Prentis focuses on encouraging community cohesion as one of its social drivers.
<b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Y Prentis has a delegated responsibility to ensure high standards are met and maintained that do not conflict with the global drivers.	Any decisions taken by Y Prentis will take into account global and well-being issues as part of its day to day processes.
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	Y Prentis offers opportunities for young people to be involved on heritage projects that will protect welsh culture for future generations.	Decisions taken by Y Prentis will continue to offer opportunities for young people to work on cultural projects.
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Y Prentis provides services for young people from all backgrounds and cultures.	As Y Prentis becomes better established there will be opportunities to target areas of the

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
		community that may not currently be aware of the opportunities available.

## 2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>Y Prentis produces a bi-annual business plan to identify and target opportunities.</p>	<p>Regular Board meetings are held to ensure a concerted effort is being made to identify efficiencies and income generation opportunities as they arise.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Y Prentis offers a key service for a wide range of public and private sector partners.</p>	<p>The Advisory Panel which consists of key stakeholders and representatives from construction companies, ensures that the apprenticeships being offered are fit for purpose.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>A Stakeholder group of apprentices has been established to ensure that apprentices also have a say in how their apprenticeships are developed and delivered.</p>	<p>Both the apprentice stakeholder group and the Advisory Panel are regularly reviewed and evaluated to ensure the views of all those who have an interest are taken into account.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The Business Plan identifies opportunities for growth and investment.</p>	<p>Where growth and investment opportunities are identified resources are put in place to take them forward.</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>Y Prentis considers the wellbeing of the apprentices to be of utmost importance. A hardship fund has recently been established to assist those apprentices with day to day cash flow issues to ensure they are fit and well.</p>	<p>Y Prentis will continue to assess the well-being of the apprentices and introduce further measures if needed.</p>

**3. Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link: <http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or [alanburkitt@monmouthshire.gov.uk](mailto:alanburkitt@monmouthshire.gov.uk)

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	<p>Consider the impact on our community in relation to this e.g. how do we engage with older and younger people about our services, access issues etc. Also consider what issues there are for employment and training.</p>	n/a	n/a

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Disability	What issues are there are around each of the disability needs groups e.g. access to buildings/services, how we provide services and the way we do this, producing information in alternative formats, employment issues.	n/a	n/a
Gender reassignment	Consider the provision of inclusive services for Transgender people and groups. Also consider what issues there are for employment and training.	n/a	n/a
Marriage or civil partnership	Same-sex couples who register as civil partners have the same rights as married couples in employment and must be provided with the same benefits available to married couples, such as survivor pensions, flexible working, maternity/paternity pay and healthcare insurance	n/a	n/a
Pregnancy or maternity	<i>In employment a woman is protected from discrimination during the period of her pregnancy and during any period of compulsory or additional maternity leave. In the provision of services, good and facilities, recreational or training facilities, a woman is protected from discrimination during the period of her pregnancy and the period of 26 weeks beginning with the day on which she gives birth</i>	n/a	n/a



Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Race	<i>Think about what the proposal will do to promote race equality with the aim of: eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between persons of different racial groups. Also think about the potential to affect racial groups differently. Issues to look at include providing translation/interpreting services, cultural issues and customs, access to services, issues relating to Asylum Seeker, Refugee, Gypsy &amp; Traveller, migrant communities and recording of racist incidents etc.</i>	n/a	n/a
Religion or Belief	<i>What the likely impact is e.g. dietary issues, religious holidays or days associated with religious observance, cultural issues and customs. Also consider what issues there are for employment and training.</i>	n/a	n/a
Sex	<i>Consider what issues there are for men and women e.g. equal pay, responsibilities for dependents, issues for carers, access to training, employment issues. Will this impact disproportionately on one group more than another</i>	n/a	n/a
Sexual Orientation	<i>Consider the provision of inclusive services for e.g. older and younger people from the Lesbian, Gay and Bi-sexual communities. Also consider what issues there are for employment and training.</i>	n/a	n/a

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Welsh Language	<i>Under the Welsh Language measure of 2011, we need to be considering Welsh Language in signage, documentation, posters, language skills etc.and also the requirement to promote the language.</i>	n/a	n/a

- 4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities?** For more information please see the guidance <http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

	<b>Describe any positive impacts your proposal has on safeguarding and corporate parenting</b>	<b>Describe any negative impacts your proposal has on safeguarding and corporate parenting</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	<i>Safeguarding is about ensuring that everything is in place to promote the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect.</i>	n/a	n/a
Corporate Parenting	<i>This relates to those children who are 'looked after' by the local authority either through a voluntary arrangement with their parents or through a court order. The council has a corporate duty to consider looked after children especially and promote their welfare (in a way, as though those children were their own).</i>	n/a	n/a

- 5. What evidence and data has informed the development of your proposal?**

Since being established regular progress reports have been presented to Economy and Development Select and Cabinet.

**6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

The purpose of Y Prentis is to provide much needed employment opportunities for young people, providing employment growth and an increasingly skilled workforce for the South East Wales region. As the company grows so will investment and growth opportunities, potentially for a wider range of sectors for example care or digital.

**7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

<b>What are you going to do</b>	<b>When are you going to do it?</b>	<b>Who is responsible</b>	<b>Progress</b>
Presentation of a report to Cabinet	December 2016	Cath Fallon	
Presentation of 2016-2018 Business Plan to Economy and Development Select Committee	April 2017	Cath Fallon	

**8. MONITORING:** The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	On going
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**9. VERSION CONTROL:** The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	<i>Dissolution of CMC<sup>2</sup> and ownership of Y Prentis moving to MCC.</i>	<i>December 2016</i>	<i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal.</i>
2	Presentation of 2016-18 Business Plan	April 2017	