

# FALKIRK COUNCIL

## CORPORATE & NEIGHBOURHOOD SERVICE

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# FALKIRK'S VISION & FUTURE

- To meet the new vision and look at a changing environment to a future development of Corporate & Neighbourhood Services.
- Critically appraise our position looking at the long term direction and abilities in current staff.
  - Need to establish plan of direction
  - Ageing workforce
  - Current local market
- Our findings were to develop and "grow our own"



# FINDINGS

- We had the opportunity to progress training and investment within the Service
- The emphasis was on identifying and achieving a positive and visionary approach to the skills shortage.
- To sustain effective training and employment opportunities for individuals who will in the future compliment the current workforce
  - Apprentices gaining relevant qualifications and work experience
  - Supervisors achieving an HNC in Construction



# THINGS TO CONSIDER

- INVESTMENT

- Trading Accounts/Financial Implications
- Developing the local area and Housing Stock
- Realising the potential of current and future employees
- The improvement and development of the image of the Building Maintenance Division



- **INCREASE EMPLOYMENT AND ECONOMIC ACTIVITY WITHIN FALKIRK**

- We strive to continue to employ individuals who can be trained to the highest standard and outsource other necessary expertise in line with skills shortage areas
- Through continued growth and positive recruitment policies we will endeavour to develop a vibrant local economy

- **PARTNERSHIPS**


- Procurement:- Actively seeking through the tender process, companies to promote a positive and willing approach to provide work experience opportunities for present and future participants of our programme (26).
- Other councils
- Internal Council Services



# WHERE ARE WE NOW?

- Inward investment for professional staff development
  - Continue to develop and sustain a standard of skilled labour matching the outline of our portfolio of works
  - Developed a detailed programme for the recruitment process, outlining the essential criteria and standards expected of future employees
  - Continue to established partnerships between Services to streamline yearly recruitment drive for apprentices.



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- New work streams.
  - Developing new building opportunities.
  - Renovations
  - Continued development of new partnerships.
  - The Service will continue to support improvement and efficiencies of a modern workforce.
  - Continually identify and assess training opportunities for Modern Apprentices.

# IMPLEMENTATION AND IMPACT

- Introduction of an Employment and Training Co-Ordinator working within the Building Maintenance Division.
  - With instant access to the Employment and Training Co-Ordinator problems are indentified and actioned quickly.
- Support to 25 Building Operations Supervisors currently undertaking an HNC in Construction



- As part of our review and Best Value commitment we have even challenged our network of college provisions
- New innovative ways of working in regards to:-
  - Pre-employment Painting and Decorating Programme
  - Transitions
  - School Work Experience
  - *More Choices, More Chances (N.E.E.T)*



# STATISTICAL INFORMATION

- Apprenticeship Programme 2002 - 2008
- Trade/Office Involvement
- Electricians, Plumbers, Joiners, Plasterers, Slater/Roofers, Gas Engineers, Painter & Decorators, Bricklayers, Technical Support, Clerical and Purchasing Staff



- **74** individuals have commenced an apprenticeship with Falkirk Council
  - 68 Males
  - 6 Females
- **6** individuals have terminated their apprenticeship
  - 4 Males
  - 2 Females
- **21** individuals have completed their apprenticeship and are now tradespersons
- **47** Individuals are training at present



# THE WAY AHEAD

- Traditional and new routes of entry into the apprenticeship programme.
- Continue to support our Pre-Apprenticeship Painting and Decorating Programme.
- Continue to be proactive and forward plan.
- Utilise our resources to maximum performance.



# SUCCESS

- APSE National Apprentice of the Year 2008
  - Male Mechanical and Electrical Apprentice of the year 2008
- APSE Scottish Apprentice of the year 2002/2003
- Three Apprentices have been successful in gaining college awards
  - Two for Application and Skills in recognition of their personal commitment and Attitude
  - One named Roofing and Slating Apprentice of the year



- Staff gained or working towards HNC Construction qualification
- Two members of staff receiving college awards
  - The most promising student in construction over 2 years
  - HNC Construction and Technology Student of the year
- Winner of "celebrating Success 2008" for the Pre-Apprenticeship Painting and Decorating Programme in the Category, Economy and Employment Initiative.



# THE FUTURE

- Continued recognition of the need for investment for new and present staff alike.
- Recruitment of **12 trades apprentices** from schools and potentially **20 adult apprentices** from our existing workforce.
- To be a lead force within the local economy and stay one step ahead of competitors.



# Questions

