

Report for CMB
Development of Work Experience placement opportunities for students within Enfield Council
September 2008-July 2009

Background:

The Overview & Scrutiny Committee agreed, at its meeting on 6/3/2008, that it would recommend *that "CMB be provided with an annual monitoring report on the development and provision of work placement opportunities across the Council and that once considered by CMB, the annual work placement monitoring report be submitted to OSC for consideration"*.

Performance 2008/9:

Compared with 2007/8, there was an encouraging increase of almost 25% in the overall number of Work Experience placements offered by Enfield Council through the Enfield Work Experience programme, operated through the Education Business Partnership (EBP), for the academic year 2008/9. The proportion of these placements that were used increased by over 30%:

<i>Department</i>	Placements offered 2008-9	Placements Used 2008-9	<i>Placements offered 2007-8</i>	<i>Placements Used 2007-8</i>
Chief Executive's Unit	15	14	22	14
Education, Children's Services & Leisure	116	86	78	55
Enfield Homes	11	8	5	3
Environment & Street Scene	19	17	9	6
Finance & Corporate Resources	25	20	33	22
Health & Adult Social Care	34	11	27	17
Place Shaping & Enterprise	4	3	6	4
<i>Total</i>	224	159	180	121

NB The reasons for placements not being used include:

- a) placement not selected by a student (31 in 2008/9; 28 in 2007/8)*
- b) placement withdrawn by the provider after it had been matched with a student (20 in 2008/9; 18 in 2007/8)*
- c) parent refusing to consent to their son / daughter going to the placement (14 in 2008/9; 5 in 2007/8)*
- d) student failing interview / failing to attend the interview (0 in 2008/9; 5 in 2007/8)*

Total number of students placed through the overall Enfield Work Experience programme during 2008/9: 3,660.

Actions taken during 2008/9 to increase number of work placement opportunities within Enfield Council:

- launch of DVD at Civic Centre Conference Room; the film included an example of a placement within Enfield Council and a message from the ECSL Director. Copies of the DVD have been distributed and the film has also been uploaded to You Tube. The launch was publicised on the Chief Executive's blog on Enfield Eye.
- mailshots
- tele-marketing & follow-up calls to those who have provided 'private' placements
- display stand on two days in Enfielder Restaurant

Recent developments

- A member of staff from the EBP has continued to be involved in the development of the Apprenticeship programme within the Council for Looked After Children

Other issues:

- **Other demands for placements within the Council have included / will include:**
 - 'Private' placements offered in response to direct approaches from students or schools
 - External organisations making direct approaches to the Council requesting placements
 - Priority given to providing suitable placements for young people who are supported by the Leaving Care Team
 - 'Summer Work Out' programme successfully developed and implemented within a very short timescale
 - year-on-year increase in the number of Apprenticeships offered by the Council
- **Enfield Skills & Employment Strategy Action Plan** envisages a significant increase in employer engagement with a variety of developments in the borough. (NB There are currently 1,028 employers registered on the EBP database, almost 713 of whom are located in the borough).
- **'Unleashing Aspiration' Report** (the final report of the Panel on Fair Access to the Professions Government), otherwise known as the Milburn Report, was sent to the Prime Minister for consideration in July recommends a "radical overhaul" of Work Experience arrangements nationally; a response from the Government to this proposal is awaited.
- **LEANER / Desktop Transformation Programme:** the roll-out of the Desktop Transformation Programme may have implications for students on Work Experience placements that require them to use computer systems within the Council. The matter has been raised with the Leaner Programme and Desktop Transformation teams.
- **Effects of the Recession:** whilst closure of companies obviously impacts on Work Experience arrangements, some companies that are having to make reductions in staffing can be reluctant to offer Work Experience placements to students. The placements offered by the Local Authority are, therefore, of increasing significance.
- **Curriculum changes:**
 - 'employer engagement' continues to be a key priority for the Department for Children, Schools & Families.
 - In addition to existing opportunities for employers to engage with education and support Work Related Learning activities, two of the new Diplomas have now been introduced in Enfield. A further four Diplomas have been approved for introduction in 2010. A schedule for the introduction of the remaining Diplomas has been drawn up by the 14-19 Partnership. Students studying for the Diplomas are required to complete 10 days of Work Experience as part of their course. Employers are also expected to be involved in supporting the development and delivery of other elements of the Diplomas.
 - There are, therefore, many opportunities for the Local Authority, as one of the largest employers in the borough, to be increasingly involved in these developments.

Future plans to sustain / increase the number, and to continue to improve the quality, of work placements within Enfield Council available through the EBP's Enfield Work Experience programme

- Continue regular mailshots and tele-marketing
- A display stand will be set up again in the Enfielder Restaurant.
- Information will be submitted for inclusion in Council publications, eg Staff Matters.
- Consideration is being given to introducing a initiative through an award to the teams that provide the best quality Work Experience placements, as judged by the young people themselves.