

DEVELOP OUR WORKFORCE HOW ARE WE DOING?



Modern Apprentice, Accountancy, Blair Henderson

Work opportunities scheme Q1 2015/16 i

0
Employability Fund Posts

11
Student Placement

38
Current Apprentices
employed within SBC

Apprentices

There are many roles for apprentices, these are some examples

- Electrician
- Civil Engineering Technician
- Mechanic
- Management Support
- Cook



Modern Apprentice, Finance, Nicola Laing

Number of SBC active e-learners (cumulative) i

4006

Q2 2015/16



SB Learn
Developing Our Workforce

Average % of working days lost ✓

3.9% Q2 2014/15

4% Q2 2015/16

Appendix 1: Scottish Borders Council Executive Committee – Quarterly Public Performance Report, December 2015 (Q2 2015/16)

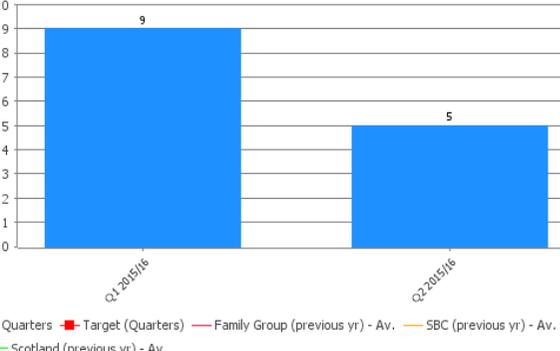
Corporate Priority 6: Develop our workforce

Short Name	Trend Chart	Current Value	Commentary	Long Term Trend	Status against Target	Managed By												
What % of working days are lost due to absence?	<p>CP06-P14P What % of working days are lost due to absence?</p> <table border="1"> <caption>Absence Rates Data</caption> <thead> <tr> <th>Quarter</th> <th>Value (%)</th> </tr> </thead> <tbody> <tr> <td>Q2-2014/15</td> <td>3.8%</td> </tr> <tr> <td>Q3-2014/15</td> <td>3.8%</td> </tr> <tr> <td>Q4-2014/15</td> <td>4%</td> </tr> <tr> <td>Q1-2015/16</td> <td>4%</td> </tr> <tr> <td>Q2-2015/16</td> <td>4%</td> </tr> </tbody> </table> <p>Legend: ■ Quarters, ■ Target (Quarters), — Family Group (previous yr) - Av., — SBC (previous yr) - Av., — Scotland (previous yr) - Av.</p>	Quarter	Value (%)	Q2-2014/15	3.8%	Q3-2014/15	3.8%	Q4-2014/15	4%	Q1-2015/16	4%	Q2-2015/16	4%	4%	<p>How are we performing: Overall, the Council continues to meet its target in relation to absence.</p> <p>Actions we are taking to improve/maintain performance: Each Service, including SB Cares, receives a monthly detailed report on absence rates in order that managers and HR advisors can work together to tackle areas where rates are higher than the target</p>			Clair Hepburn
Quarter	Value (%)																	
Q2-2014/15	3.8%																	
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Q1-2015/16	4%																	
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How many of our employees are actively using SB Learn (our e-learning tool)? (cumulative)	<p>CP06-P11P How many of our employees are actively using SB Learn (our e-learning tool)? (cumulative)</p> <table border="1"> <caption>SB Learn Active Users Data</caption> <thead> <tr> <th>Quarter</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Q2-2014/15</td> <td>2,745</td> </tr> <tr> <td>Q3-2014/15</td> <td>3,165</td> </tr> <tr> <td>Q4-2014/15</td> <td>3,335</td> </tr> <tr> <td>Q1-2015/16</td> <td>3,624</td> </tr> <tr> <td>Q2-2015/16</td> <td>4,006</td> </tr> </tbody> </table> <p>Legend: ■ Quarters, ■ Target (Quarters), — Family Group (previous yr) - Av., — SBC (previous yr) - Av., — Scotland (previous yr) - Av.</p>	Quarter	Value	Q2-2014/15	2,745	Q3-2014/15	3,165	Q4-2014/15	3,335	Q1-2015/16	3,624	Q2-2015/16	4,006	4,006	<p>How are we performing: SB Learn continues to be used as a key learning tool by staff across all service areas and is a valuable part of the continuing development of staff</p> <p>Actions we are taking to improve/maintain performance: HR is currently exploring ways to ensure that the resources that are available online are made available to staff who don't have access to PCs at work.</p>			Clair Hepburn
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Appendix 1: Scottish Borders Council Executive Committee – Quarterly Public Performance Report, December 2015 (Q2 2015/16)

Short Name	Trend Chart	Current Value	Commentary	Long Term Trend	Status against Target	Managed By																								
CP06-P45 Work Opportunities Scheme - Current Total Work Opportunities (incl. ESS supported employees)	<p>CP06-P45P CP06-P45 Work Opportunities Scheme - Current Total Work Opportunities (incl. ESS supported employees)</p> <table border="1"> <caption>CP06-P45P CP06-P45 Work Opportunities Scheme - Current Total Work Opportunities (incl. ESS supported employees)</caption> <thead> <tr> <th>Quarter</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Q2 2014/15</td> <td>26</td> </tr> <tr> <td>Q3 2014/15</td> <td>36</td> </tr> <tr> <td>Q4 2014/15</td> <td>38</td> </tr> <tr> <td>Q1 2015/16</td> <td>63</td> </tr> <tr> <td>Q2 2015/16</td> <td>54</td> </tr> </tbody> </table> <p>Legend: ■ Quarters ■ Target (Quarters) — Family Group (previous yr) - Av. — SBC (previous yr) - Av. — Scotland (previous yr) - Av.</p>	Quarter	Value	Q2 2014/15	26	Q3 2014/15	36	Q4 2014/15	38	Q1 2015/16	63	Q2 2015/16	54	54	<p>Observations: There are currently 54 opportunities being provided within SBC through the Work Opportunities Policy. A breakdown is provided below.</p>			Cathie Fancy												
Quarter	Value																													
Q2 2014/15	26																													
Q3 2014/15	36																													
Q4 2014/15	38																													
Q1 2015/16	63																													
Q2 2015/16	54																													
How many posts do we currently have for young people that are paid for through the Skills Development Scotland "Employability Fund"? (CP06-P31P)	<p>Executive - Supported Employment excl. ESS</p> <table border="1"> <caption>Executive - Supported Employment excl. ESS</caption> <thead> <tr> <th>Quarter</th> <th>CP06-P31P</th> <th>CP06-P32P</th> <th>CP06-P37P</th> </tr> </thead> <tbody> <tr> <td>Q2 2014/15</td> <td>1</td> <td>2</td> <td>17</td> </tr> <tr> <td>Q3 2014/15</td> <td>0</td> <td>5</td> <td>25</td> </tr> <tr> <td>Q4 2014/15</td> <td>5</td> <td>5</td> <td>22</td> </tr> <tr> <td>Q1 2015/16</td> <td>1</td> <td>22</td> <td>25</td> </tr> <tr> <td>Q2 2015/16</td> <td>0</td> <td>11</td> <td>38</td> </tr> </tbody> </table> <p>Legend: ■ CP06-P31P ■ CP06-P32P ■ CP06-P37P</p>	Quarter	CP06-P31P	CP06-P32P	CP06-P37P	Q2 2014/15	1	2	17	Q3 2014/15	0	5	25	Q4 2014/15	5	5	22	Q1 2015/16	1	22	25	Q2 2015/16	0	11	38	0	<p>Observations: <u>Employability Fund</u> posts (<i>blue on graph</i>) are demand driven and contact will be made with departments when a suitable client is looking for an opportunity within an SBC department. To date all SBC departments have been supportive when approached to support a placement within their service. There are 3 placements currently being arranged within SBC for a start within the next few weeks. This year to date there has been 7 Employability Fund placements organised <i>out with</i> SBC.</p>			Cathie Fancy
Quarter	CP06-P31P	CP06-P32P	CP06-P37P																											
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Q2 2015/16	0	11	38																											
How many student placements do we currently have? (CP06-P32P)		11	<p>The <u>student placement</u> (<i>green on graph</i>) process is currently being reviewed and changes made to how we link up students with appropriate departments.</p>			Cathie Fancy																								
How many apprentices do we currently employ? (CP06-P37P)		38	<p>There are currently 29 male and 9 female <u>apprentices</u> (<i>red on graph</i>) employed by SBC. Some were recruited during 2014/15, and some this financial year.</p>			Cathie Fancy																								

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Short Name	Trend Chart	Current Value	Commentary	Long Term Trend	Status against Target	Managed By						
CP06-P44 Work Opportunities Scheme - Current "Other" SBC opportunities	<p data-bbox="367 300 927 319">CP06-P44P CP06-P44 Work Opportunities Scheme - Current Other SBC opportunities</p>  <table border="1" data-bbox="367 319 927 670"> <caption>CP06-P44P CP06-P44 Work Opportunities Scheme - Current Other SBC opportunities</caption> <thead> <tr> <th>Quarter</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Q1 2015/16</td> <td>9</td> </tr> <tr> <td>Q2 2015/16</td> <td>5</td> </tr> </tbody> </table>	Quarter	Value	Q1 2015/16	9	Q2 2015/16	5	5	<p data-bbox="1077 306 1263 325">Observations:</p> <p data-bbox="1077 331 1780 536">"Other" opportunities include job tasters and short-term work experience. SBC departments will be contacted when a client is looking for a short work experience placement or job taster. This type of opportunity is driven by demand and depending on the client group and what stage individuals are at in their employment pathway, and it is therefore not possible to set targets.</p>			Cathie Fancy
Quarter	Value											
Q1 2015/16	9											
Q2 2015/16	5											