

DEVELOP OUR WORKFORCE HOW ARE WE DOING?

July 2017 – September 2017:

SBC/UHI Partnership for teacher training in Scottish Borders

In Scotland, there are a number of shortages in secondary teachers in STEM (science, technology, engineering and maths) subjects. In order to help overcome this, Scottish Borders Council is working with the University of Highlands and Islands (UHI) to provide secondary teacher training for graduates of STEM subjects. This year we have 5 STEM graduates participating in teacher training in Scottish Borders- 3 Business Studies graduates and 2 Home Economists. The training takes place by distance learning and the graduates have a total of five placements in SBC secondary schools over a year. If successful in the teacher training programme, the graduates will complete their yearlong probationary period in SBC secondary schools. Following their probationary period, the teachers will be employed in SBC secondary schools. SBC and UHI will continue building on this partnership working to provide teacher training in Scottish Borders.



• benefits • communication • staff development • flexibility • benefits • communication • staff development •

Our performance during Q2 2017/18

SBC ABSENCE RATE *

Reporting on absence from Business World is being further developed and tested, and regular reporting will recommence shortly. This remains, along with invoice payment, a key area of focus for SBC at this time.

WORK OPPORTUNITIES

57

work opportunities are being supported by SBC through our **"Work Opportunities Policy"** as of September 2017



(up from 51 in Q2 16/17)

APPRENTICESHIPS

48

apprentices are **employed with SBC** as of September 2017

(up from 36 in September 2016)

APPRENTICESHIPS

56% male 44% female **apprentices** are **employed across various departments** such as Human Resources, Engineering, Finance

Modern Apprentices

Apprenticeships are proving to be successful and are playing an important role in building and preparing our workforce for the future, with **86** recruited since 2014, **19** within this financial year, and further opportunities in the planning.

Training has also been developed for staff mentoring apprentices with **113** employees having completed this training to date.

An Apprentice Forum will provide the opportunity for apprentices to come together to discuss their apprenticeship, share experiences, and build up a network of peer support.



Appendix 1: Scottish Borders Council Executive Committee – Quarterly Public Performance Report, November 2017 (Q2 2017/18)

Priority 6: Developing our Workforce – Executive Quarterly PIs

Short Name	Trend Chart	Value	Commentary	Status against Target	Managed By																								
CP06-P14 Percentage of Working Days Lost - Council Average			Reporting on absence from Business World is being further developed and tested, and regular reporting will recommence shortly. This remains, along with invoice payment, a key area of focus for SBC at this time.		Ian Angus																								
CP06-P45 Work Opportunities Scheme - Current Total Work Opportunities (incl. ESS supported employees)	<p>CP06-P45P How many people do we currently employ through our Work Opportunities Scheme? (CP06-P45P)</p> <table border="1"> <caption>CP06-P45P Data</caption> <thead> <tr> <th>Quarter</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Q2-2016/17</td> <td>51</td> </tr> <tr> <td>Q3-2016/17</td> <td>52</td> </tr> <tr> <td>Q4-2016/17</td> <td>50</td> </tr> <tr> <td>Q1-2017/18</td> <td>47</td> </tr> <tr> <td>Q2-2017/18</td> <td>57</td> </tr> </tbody> </table> <p>Legend: Quarters (blue), Target (Quarters) (red), Family Group (previous yr) - Av. (green), SBC (previous yr) - Av. (yellow), Scotland (previous yr) - Av. (light blue)</p>	Quarter	Value	Q2-2016/17	51	Q3-2016/17	52	Q4-2016/17	50	Q1-2017/18	47	Q2-2017/18	57	57	<p>Observations: There are currently 57 employment related opportunities being provided by SBC through their Work Opportunities Scheme policy.</p>		Cathie Fancy												
Quarter	Value																												
Q2-2016/17	51																												
Q3-2016/17	52																												
Q4-2016/17	50																												
Q1-2017/18	47																												
Q2-2017/18	57																												
CP06-P31 Work Opportunities Scheme - Current Employability Fund Posts	<p>Executive - Supported Employment excl. ESS</p> <table border="1"> <caption>Executive - Supported Employment excl. ESS Data</caption> <thead> <tr> <th>Quarter</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Q2-2016/17</td> <td>0</td> </tr> <tr> <td>Q3-2016/17</td> <td>36</td> </tr> <tr> <td>Q4-2016/17</td> <td>36</td> </tr> <tr> <td>Q1-2017/18</td> <td>36</td> </tr> <tr> <td>Q2-2017/18</td> <td>48</td> </tr> </tbody> </table>	Quarter	Value	Q2-2016/17	0	Q3-2016/17	36	Q4-2016/17	36	Q1-2017/18	36	Q2-2017/18	48	0	<p>Observations: There are currently no individuals on work experience through the Employability Fund within SBC. Employability Fund placements are delivered Borders-wide in a variety of work settings.</p>		Cathie Fancy												
Quarter	Value																												
Q2-2016/17	0																												
Q3-2016/17	36																												
Q4-2016/17	36																												
Q1-2017/18	36																												
Q2-2017/18	48																												
CP06-P32 Work Opportunities Scheme - Current Student Placements	<table border="1"> <caption>Current Student Placements Data</caption> <thead> <tr> <th>Quarter</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Q2-2016/17</td> <td>7</td> </tr> <tr> <td>Q3-2016/17</td> <td>36</td> </tr> <tr> <td>Q4-2016/17</td> <td>36</td> </tr> <tr> <td>Q1-2017/18</td> <td>32</td> </tr> <tr> <td>Q2-2017/18</td> <td>6</td> </tr> </tbody> </table>	Quarter	Value	Q2-2016/17	7	Q3-2016/17	36	Q4-2016/17	36	Q1-2017/18	32	Q2-2017/18	6	6	<p>Observations: There are currently 6 students on placement within SBC with further student opportunities being sought after.</p>		Cathie Fancy												
Quarter	Value																												
Q2-2016/17	7																												
Q3-2016/17	36																												
Q4-2016/17	36																												
Q1-2017/18	32																												
Q2-2017/18	6																												
CP06-P37 Work Opportunities Scheme - Current Modern Apprentices employed within SBC	<table border="1"> <caption>Current Modern Apprentices Data</caption> <thead> <tr> <th>Quarter</th> <th>CP06-P31P</th> <th>CP06-P32P</th> <th>CP06-P37P</th> </tr> </thead> <tbody> <tr> <td>Q2-2016/17</td> <td>1</td> <td>7</td> <td>10</td> </tr> <tr> <td>Q3-2016/17</td> <td>0</td> <td>7</td> <td>36</td> </tr> <tr> <td>Q4-2016/17</td> <td>0</td> <td>3</td> <td>36</td> </tr> <tr> <td>Q1-2017/18</td> <td>0</td> <td>12</td> <td>32</td> </tr> <tr> <td>Q2-2017/18</td> <td>0</td> <td>6</td> <td>48</td> </tr> </tbody> </table> <p>Legend: CP06-P31P (light blue), CP06-P32P (dark blue), CP06-P37P (blue)</p>	Quarter	CP06-P31P	CP06-P32P	CP06-P37P	Q2-2016/17	1	7	10	Q3-2016/17	0	7	36	Q4-2016/17	0	3	36	Q1-2017/18	0	12	32	Q2-2017/18	0	6	48	48	<p>Observations: There are currently 48 apprentices employed within SBC. The last 6 months has seen a greater interest in Modern Apprenticeships from SBC departments, with various apprenticeships going to advert. SBC continue to offer mentoring training for those mentoring apprentices, and to date, 113 SBC employees have completed the training.</p>		Cathie Fancy
Quarter	CP06-P31P	CP06-P32P	CP06-P37P																										
Q2-2016/17	1	7	10																										
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Q2-2017/18	0	6	48																										

Appendix 1: Scottish Borders Council Executive Committee – Quarterly Public Performance Report, November 2017 (Q2 2017/18)

Short Name	Trend Chart	Value	Commentary	Status against Target	Managed By												
CP06-P44 Work Opportunities Scheme - Current Other SBC opportunities	<p>CP06-P44P How many other work opportunities do we currently have? (CP06-P44P)</p> <table border="1"> <caption>Data for CP06-P44P Trend Chart</caption> <thead> <tr> <th>Quarter</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Q2 2016/17</td> <td>1</td> </tr> <tr> <td>Q3 2016/17</td> <td>0</td> </tr> <tr> <td>Q4 2016/17</td> <td>11</td> </tr> <tr> <td>Q1 2017/18</td> <td>3</td> </tr> <tr> <td>Q2 2017/18</td> <td>3</td> </tr> </tbody> </table> <p>Legend: Quarters (blue bars), Target (Quarters) (red square), Family Group (previous yr) - Av. (red line), SBC (previous yr) - Av. (orange line), Scotland (previous yr) - Av. (green line).</p>	Quarter	Value	Q2 2016/17	1	Q3 2016/17	0	Q4 2016/17	11	Q1 2017/18	3	Q2 2017/18	3	3	<p>Observations: There are currently 3 work experience opportunities active within SBC departments.</p>		Cathie Fancy
Quarter	Value																
Q2 2016/17	1																
Q3 2016/17	0																
Q4 2016/17	11																
Q1 2017/18	3																
Q2 2017/18	3																