

**TITLE OF REPORT: Workforce Development and Training**

---

**Purpose of the Report**

To give an overview of how Human Resources and Workforce Development promote and support Gateshead Council's corporate parenting responsibilities.

**Background**

A programme of corporate parenting awareness training has been delivered for several years, we continue to offer this training, with 21 employees and foster carers trained since April 2021, the course in December was cancelled due to low numbers.

In November 2021 Workforce Development supported 2 of Gateshead's Young Ambassadors to deliver corporate parenting training to the members of the Overview and Scrutiny Committee.

Human Resources and Workforce Development have worked with services to ensure any Gateshead looked after child who applies for an apprenticeship post meets the essential criteria, are guaranteed an interview.

Two of our looked after children were appointed to apprenticeships in Housing, Environments and Healthy Communities in 2021/22.

**Proposal**

Workforce Development will be working with Chris Hulme, Children's Rights Officer and Gateshead's Young Ambassadors to ensure the current corporate programme is fit for purpose and is promoted across the council to all employees to raise awareness of the Council's and Council employee's collective responsibility as corporate parents.

We are now offering traineeships to looked after children and care leavers in the council – it is hoped this will lead to more looked after children apprentices being employed in the future.

**Recommendations**

1. Review and develop corporate training offer
2. Continue to support looked after children to apply for apprenticeship vacancies
3. Develop traineeship offer