

DERBYSHIRE COUNTY COUNCIL

MEETING WITH CABINET MEMBER, HEALTH AND COMMUNITIES

17 March 2015

Report of the Strategic Director, Health and Communities

CREATIVE EMPLOYMENT PROGRAMME IN PUBLIC LIBRARIES

1. Purpose of the report:

To inform the Cabinet Member, Health and Communities about a successful bid to work with the Creative Society to support their programme to encouraging younger people to seek careers in public libraries and to seek permission to recruit two Library Assistants for a period of six months

2. Information and analysis:

2.1 The Society of Chief Librarians (SCL) is working with the Creative Society to develop a programme of employment opportunities in public libraries part-funded by the Arts Council's Creative Employment Programme. The Creative Employment Programme is a £15m fund to support the creation of opportunities in England for young unemployed people aged 18-24 wishing to pursue a career in the arts and cultural sector. The programme drivers are:

- Addressing youth unemployment
- Diversity through fair access
- Shifting recruitment culture
- Maximising engagement with mainstream work, skills and employment programmes

2.2 Derbyshire completed an Expression of Interest form in November 2014 and in January 2015 the library service was informed that the bid had been successful. The proposal is to host two posts each for a period of six months, one based at Chesterfield Library and one based at Buxton Library.

2.3 The Creative Employment Programme will provide routes for young people to gain a high quality experience of working in a library and provide them with a broader range of skills, which could be of value in a range of settings. The programme will help to bring new talent into libraries as part of its broader focus around workforce development and the programme will enable library staff to benefit from the skills and

insight that young people can bring. The role undertaken will be that of a Library Assistant and as such the post holders will be recruited against the existing Library Assistant job profile and paid on the same grade. The posts would be for a period up to 26 weeks, working a minimum of 30 hours per week.

- 2.4 The purpose of the posts is to give the young person paid work experience and introduce them to a career they may not have considered. It will be made clear to anybody who applies that there is no offer of a permanent job at the end of the six month period. However, support and guidance will be offered to each young person employed to ensure that they have the best chance of securing employment beyond the programme.

Applicants must be in receipt of Job Seeker Allowance (JSA) therefore the library services must be careful about how and where it advertises the vacancies in order to avoid non - JSA claimants applying for the role. It is expected that the posts will be advertised via Jobcentre Plus although it is also possible to advertise in additional locations e.g. the County Council website. Successful applicants must be aged 18–24 and claiming JSA.

3. Financial considerations:

The Creative Employment Programme will provide a total of £2,500 towards the cost of each post a total contribution of £5,000. The remaining salary costs of £10,664 (plus on-costs) can be covered from the existing library service budget.

4. Equality of Opportunity considerations:

The project will create two opportunities for young unemployed people to gain work experience, develop and acquire new skills which should enable them to take advantage of other employment opportunities that may arise.

5. Human Resources considerations:

The project will create two temporary Library Assistant posts for six months at grade 5, (£15,664 - £16,680). Successful candidates will be appointed at the bottom of the grade.

The recruitment of these staff will be undertaken in accordance with the requirements of the Creative Employment Programme and existing County Council policies.

6 Other considerations:

In preparing this report the relevance of the following factors has been considered: legal, prevention of crime and disorder, environmental, health, property and transport considerations.

7 Background papers:

None

8 Key Decision:

No

9 Call-in:

Is it required that call-in be waived for any decision on this report?

No

10 Officer's Recommendations:

That the Cabinet Member, Health and Communities:

1. Notes the successful expression of interest to the Creative Employment Programme by the library service.
2. Agrees to the recruitment of two Library Assistants as outlined in the report.

**David Lowe
Strategic Director
Health and Communities**