

Apprenticeships

Jamie Saddler,
Apprenticeship Advisor, LGA
jamie.saddler@local.gov.uk

Background

- Government's apprenticeship policy – to create 3 million new starts between 2015 and 2020.
 - Introduced the Apprenticeship Levy - 0.5% of payroll for all employers with a pay bill of over £3m
 - Introduced public sector targets of 23 starts for every 1,000 employees (2.3% of headcount) for all PS organisations with 250+ staff
 - Targets equate to around 31,500 new apprentice starts p.a. across all councils in England (we employed c.6,000 in 2016)
 - Levy estimated c.£207m p.a. for councils in England
 - Potential additional costs of £400m p.a. in salary, administration, procurement
-

Schools

- Maintained schools are included as part of LAs' public sector target as they are considered to be the employer
 - Maintained schools account for around 40% of the total local government workforce in upper and single tier LAs. This means they contribute around 12k pa to local government's 31.5k target.
 - Starts are much lower in schools than in LAs and are dragging the sector's performance down
 - Most maintained schools are small primary schools that don't have the capacity or the resources to take on apprenticeships
 - A number of barriers are preventing schools from accessing apprenticeships and there is very little communication from DfE to schools explaining and promoting the opportunities to be had.
-

Problems and Barriers

- Lack of standards in place
 - Procurement
 - 20% Off the Job Training
 - Providers
 - Resources
 - Target doesn't reflect capacity
 - Schools
-

National Picture: Performance so far

- An analysis of the 105 councils that responded to the LGA's latest data collection survey shows:
 - On average, LAs were meeting 57% of their 'share' of the target, but maintained schools were meeting just 17% percent of their 'share';
 - There are at least 8,500 confirmed starts across the sector so far, but just 1,700 (20%) of these are in schools;
 - We are projecting the sector will have delivered around 11,000 starts in 2017/18 once the final data has been collected.
 - Six top or single tier LAs had met or exceeded their 2.3% this year, but in only one case did an LA's maintained schools also meet their 'share' of the target (Rochdale).
 - We are also aware of at least 12 District Councils that have met their target in 2017/18
 - Early estimates suggest both councils and their maintained schools are currently only spending around 10% of their Levy.
-

Risks to sector

- **Reputational**

- Maintained schools performance against the target is dragging down local government's performance
- The sector will likely meet 36%-39% of its target with maintained schools included
- This would rise to 57% if they were removed

- **Financial**

- Poor performance on starts means apprenticeship levy funds are going unspent
 - Employers have 24 months to spend their levy funds, with the oldest funds expiring first
 - Schools are currently spending in the region of 10% of their Levy. If they continue at this pace, LGA initial estimates suggest that funds would begin to expire from June 2019
 - This could lead to maintained schools losing up to £4m per month from June 2019
-

Recent LGA Successes

- **10% Transfers** – LGA successfully lobby for cap to be lifted on number of employers transfers can be made to
 - **Schools guidance relaunched** – LGA worked with government to revamp and relaunch schools guidance in June
 - **Increased priority of schools apprenticeships in government** – lobbied DfE to put a greater emphasis on driving apprenticeship starts in schools, securing a roundtable for the sector, permanent DfE schools apprenticeship leads and regular meetings with DfE and ESFA replacing previous ad-hoc approach
 - Ensured **apprenticeships remained one of three main priorities** in MHCLG MoU with LGA
 - **Secured funding** from MHCLG and ESFA for two sector support programmes
-

LGA Support Offer 2018

- KHUB – on-line community
 - Regional / Sub Regional Network support
 - Guidance and sharing best practice
 - Workshops, plus other dissemination events / webinars
 - Guides and Toolkits:
 - Procurement Guide
 - Skills Mapping tool
 - Future Toolkits in development including Maturity Model Guide and Schools Toolkit
 - Support Funding for standards development
 - Improvement Support – Self Assessment ‘maturity model approach’ underpinning two on-the-ground support offers
-

On the Ground Support

- The LGA is running two on the ground support offers – our bespoke support programme, and the ESFA-funded Apprenticeships Accelerator Programme (AAP).
 - The Bespoke Support Offer provides two days of consultancy support to assist with any aspect of the councils apprenticeship work.
 - The AAP provides five days support focused on workforce development and skills mapping, designed to produce an apprenticeships plan to guide the council's future programme.
 - We are supporting 34 local authorities through the bespoke support programme, and expect to support 25 LAs through the AAP.
 - No East Midlands LAs applied for the bespoke support offer, but both Derby and Derbyshire have responded positively to the offer of support through the AAP and we are expecting confirmation of their involvement soon.
-

Key Upcoming Dates

- **30 September 2018** - Deadline for Submitting Public Sector Target Return
 - **10 October 2018** – ESFA Large Employer Roadshow, Hinckley
 - **December 2018** – Expected Publication of LGA Toolkits (Maturity Model, Schools)
 - **January 2019** – Completion of work on LGA’s Support Programmes
 - **March 2019** – Expected Launch of Phase 2 of AAP (evaluation permitting)
 - **1 April 2019** – First date at which Levy funds will start to expire
 - **1 June 2019** – Estimated date at which sector begins losing levy funds
-