

**EMPLOYMENT COMMITTEE 19 OCTOBER 2017****APPRENTICESHIPS****REPORT OF THE DIRECTOR OF CORPORATE RESOURCES****Purpose of Report**

1. The purpose of this report is to update the committee on the good progress being made in relation to the apprenticeship levy and the implementation of the new Apprenticeship Strategy.

**Background**

2. The Employment Committee endorsed the new Apprenticeship Strategy at its meeting on 29 June 2017.
3. The new national apprenticeship standards offer qualifications at a number of levels up to levels 4 and 5 (equivalent to a Foundation Degree) and levels 6 and 7 (equivalent to a Bachelors or Master's degree) and across a wide range of vocations.
4. To ensure that the apprenticeship levy funding stays within the Council where possible, Leicestershire Adult Learning Service has been identified as the training provider of choice for specific Apprenticeships, such as Business Administration, Learning Support and Social Care.

**Progress**

5. In addition to the 53 apprenticeships that were in place which predate the new scheme, there are currently 91 apprentices within the new apprenticeship scheme. Of these, 82 are Council employees, 8 are in Maintained Schools, with further registrations pending, and 1 is employed in ESPO.
6. Good progress has been made working with departments in utilising the apprenticeship levy funding effectively. For example, in the Environment and Transport Department, apprenticeships are being used to provide continuous professional development for existing staff and also as part of the Department's wider approach to recruitment. A number of employees are also undertaking a number of specialist qualifications, for example, Transport Planning, Construction, Forestry, Street Lighting and Civil Engineering.
7. In Maintained Schools, apprenticeships are predominantly being used to support Learning Support Assistants to become qualified. There is also a great deal of interest from schools in the forthcoming teacher apprenticeship route, which is expected to be available some time in 2018.

8. The Children and Families and Adults and Communities Departments will be piloting the Social Work apprenticeship which will be available from September 2018. It is being proposed that 5 apprentices from each department will take part in a programme delivered by a local University. This is seen as a key component in developing career pathways within the departments.
9. Consideration is also being given to how apprenticeships can support accredited programmes such as the Institute of Leadership and Management (ILM) at Levels 3, 5 and 7. Discussions with local external training providers delivering the national trailblazer standard have commenced.
10. Within School Food Support, it has been reported that apprenticeships continue to make a significant difference to improving practice, increasing confidence levels and the retention of staff. They have also enabled succession planning for staff members to progress into more senior roles. There are currently 33 registered apprentices within this service, with another 20 expected shortly.
11. As more national Apprenticeship Standards become available, work will continue in exploring the opportunities they bring, in enabling the Council to be an 'Employer of Choice' and in how they can support effective recruitment and retention across the organisation.

### **Recommendations**

12. That the Employment Committee notes the progress that has been achieved to date and the approach that is being taken to further develop apprenticeships within the Council.

### **Circulation under Local Issues Alert Procedure**

13. None.

### **Officer to Contact**

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### **Equalities and Human Rights Implications**

14. The current approach seeks to ensure that changes that impact on employees as apprentices promote greater equality, increase access to training and are implemented in a fair and non-discriminatory manner.