

Apprenticeships Sink or swim?

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Apprenticeship Policy

Right thing?

- Gov't commitment to create 3m apprenticeship starts this parliament

Wrong way?

- Two primary measures to achieve this for employers
 - Levy 0.5% of payroll (£3m+)
 - Public Sector Targets 2.3% of Headcount (+250 staff)
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What you know already

- **First levy payment to HMRC - April 2017**

- 0.5% of pay bill paid monthly with your PAYE
- If your 0.5% is less than £1250 no levy is payable
- You will get a 10% monthly top up
- All apprenticeships have a cap on the amount of levy that can be paid out
- You manage your apprenticeship through the Digital Apprenticeship Service
- You need to register with the DAS to spend your levy
- Each monthly levy payment expires after 24 months

* View the SFA DAS online [presentation](#)

- **First payment from your levy - May 2017**

- You can only spend your levy on approved apprenticeship standards or frameworks
- which start on/after 1 May
- with a training provider on the RoATP - this will be published in March 2017
- Providers are paid monthly via DAS
- 20% of cost held to final month for end point assessment costs
- There are additional payment to you for certain categories of apprentice

Local government & Apprenticeships

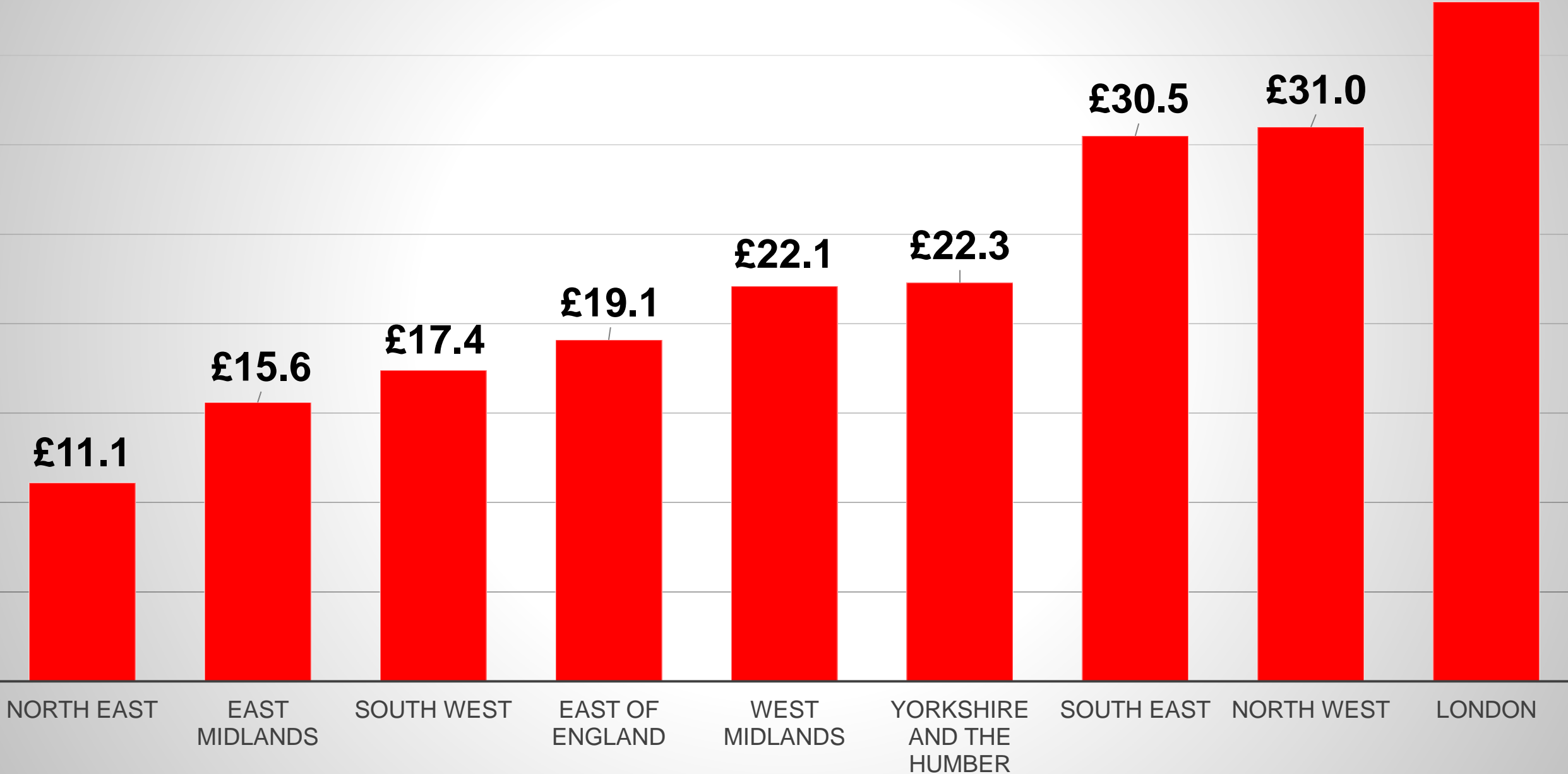


- **Employer** (direct services)
 - **Commissioner** (of services)
 - **Economic Development** (grow local economies through skills and employment interventions, attract investment)
 - **Schools** (35-40% of LG payroll/Workforce in Upper Tier)
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Apprenticeship & Local Government

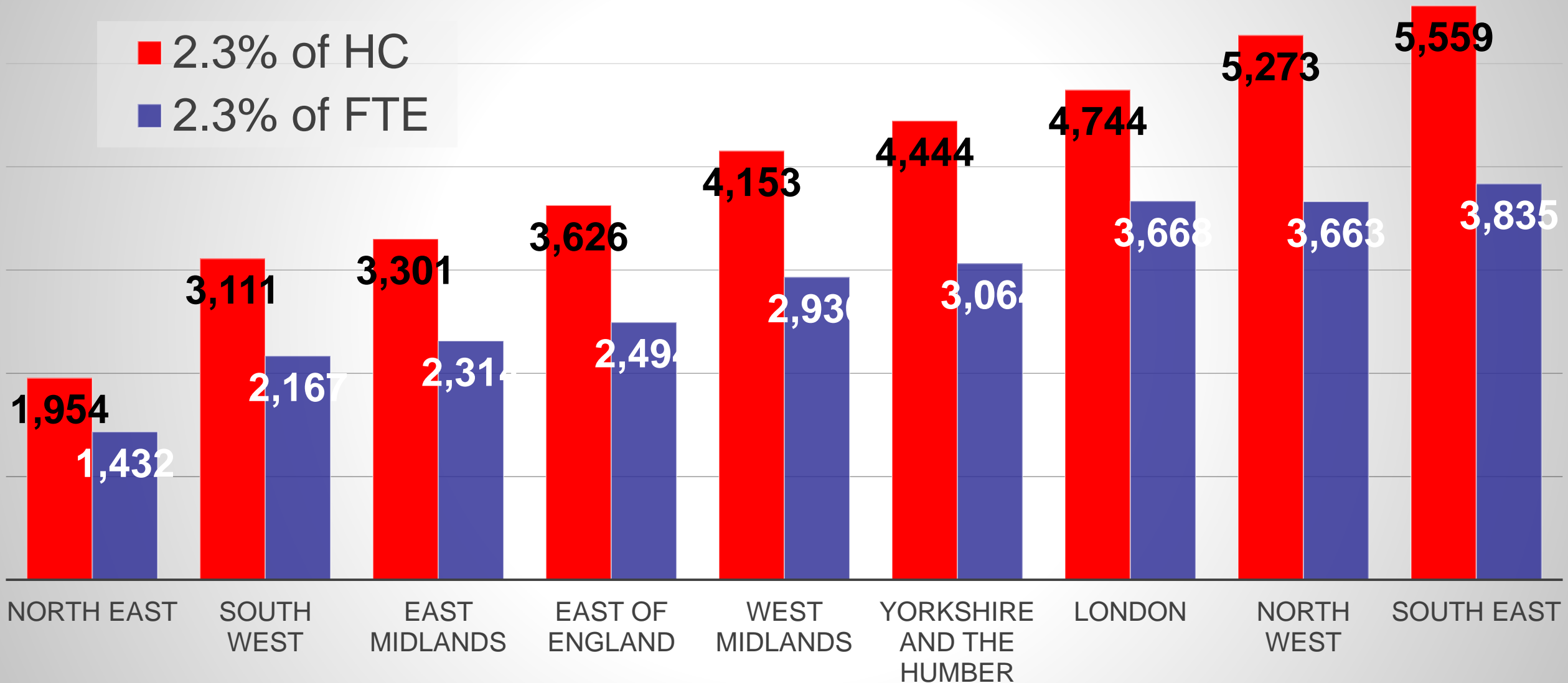
- In numbers...
 - Levy cost estimated c.£207m p.a. for councils in England
 - Targets could equate to 36,000 new apprentice starts p.a. across all councils in England (we currently employ c.6,000 with projected c.3,000 starts this year)
 - Potential additional costs of £400m p.a. in salary, administration, procurement
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Apprenticeship Levy 0.5% Payroll (in £m) LG by region

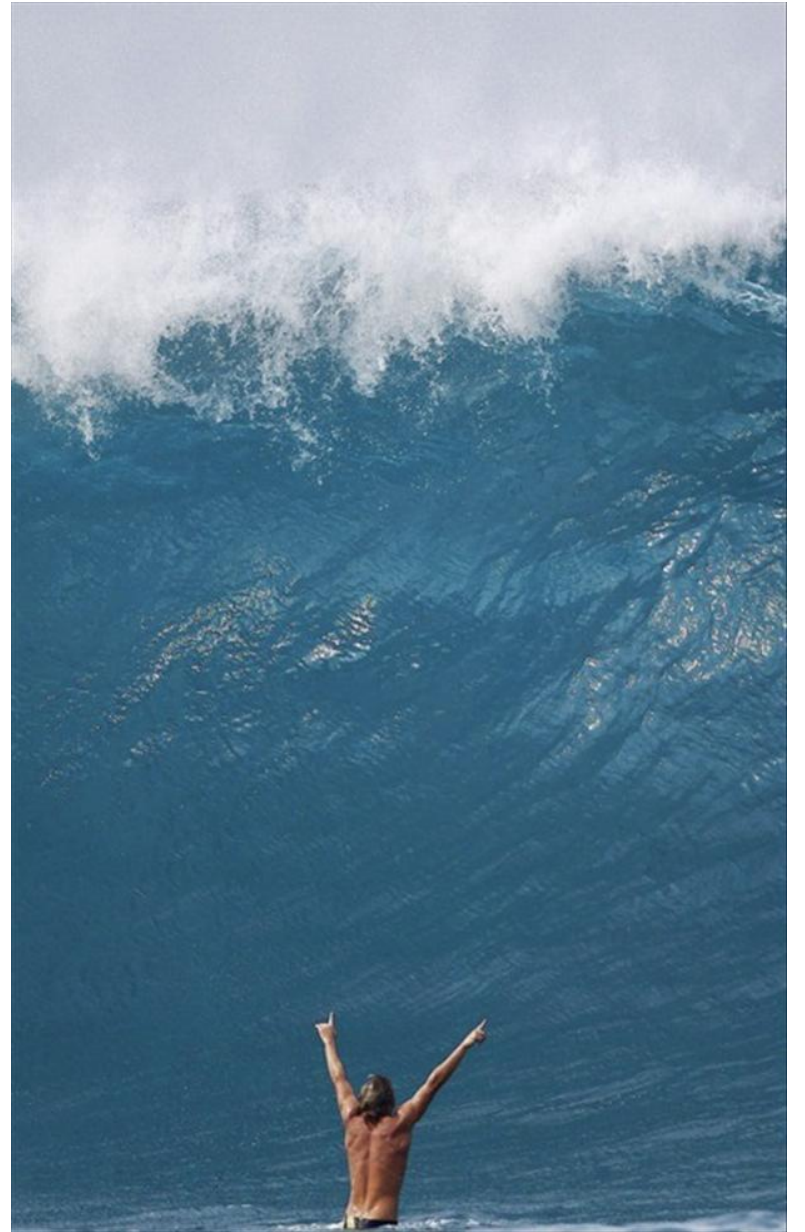


LG Apprenticeship Start Targets p.a.

- 2.3% of HC
- 2.3% of FTE



Opportunities & challenges....



Apprenticeships & Local Government

- **Challenge**

- Scale & Readiness!
 - Levy - not based on need / capacity
 - Target – creating deficit approach
 - Reduction in workforce (freeze on recruitment)
 - Cost of employment?
 - Quality of opportunities not quantity
 - Quality/capacity of training provision
 - Schools in or out – consistency
 - Levy use it or lose it? retain public money for local skills/jobs
 - High % PT roles / Low % entry level roles
 - Communication and branding
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Apprenticeships & Local Government

- **Opportunity**

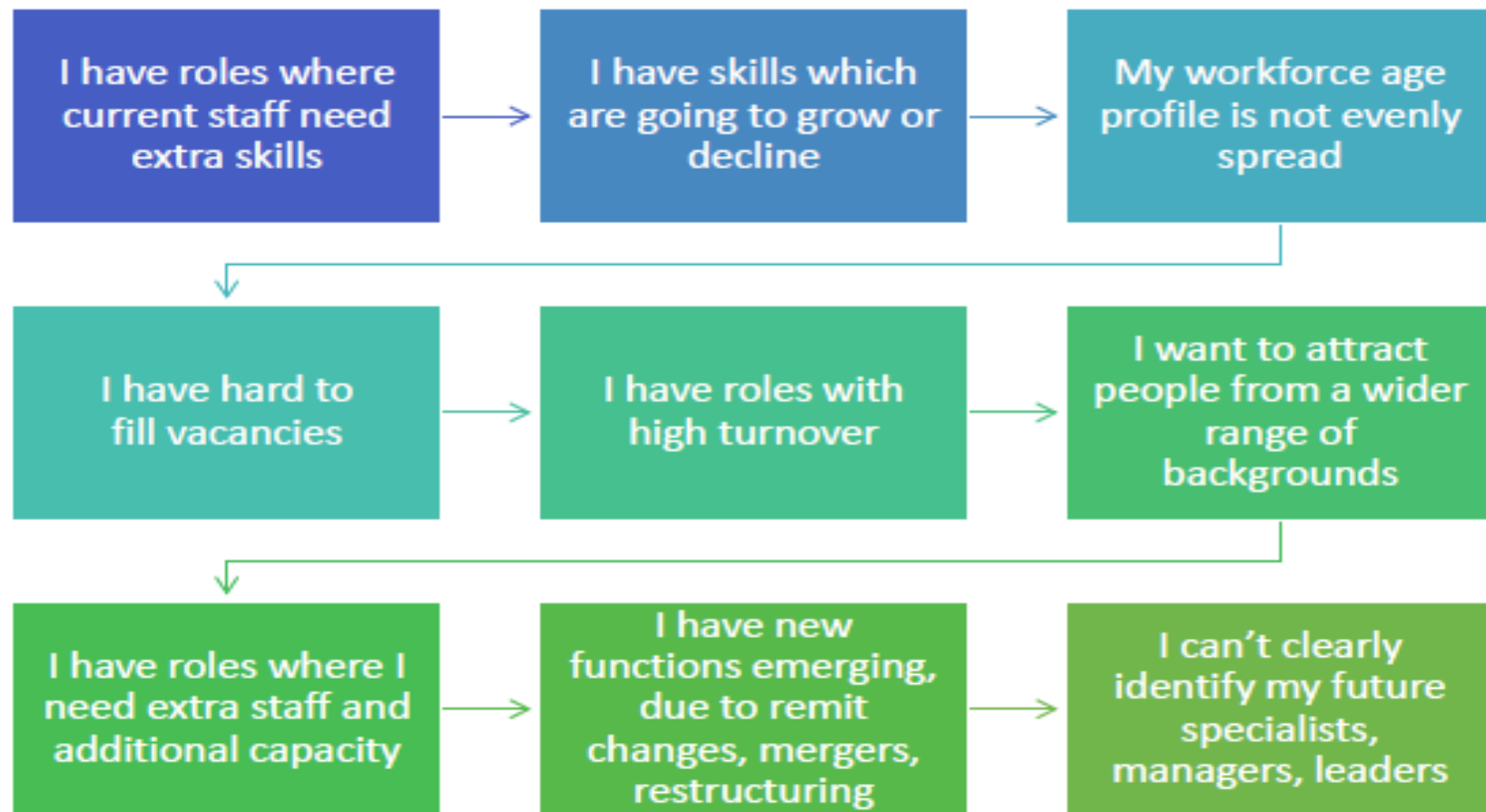
- Huge investment in training for apprenticeships (10% top up)
 - Develop specific Standards - Trailblazers
 - Fair access and progression – can ambition be achieved
 - Pooling & partnership
 - Supply change
 - Higher apprenticeships – pathway into professions
 - Shaping Quality Training provision
 - LEPs, city regions, devolution, apprenticeship hubs...
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“Brand Apprenticeship” An Approach -



- Its about new skills not just new people
 - Apprenticeships should compliment not be disruptive to your Workforce Strategy – but Think Apprenticeship
 - Create a three year plan - but remember its monthly and in 18 month cycles
 - Always base it on needs not targets or ‘to get the levy back’
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Create your skills strategy



If any of these give cause for concern you need a plan ...

LG Skill Shortages 2016

children's social workers (%)	85
mental health social workers (%)	50
adult social workers (%)	48
engineering professionals (%)	40
educational psychologists (%)	37
ICT professionals (%)	37
occupational therapists (adults) (%)	34
legal professionals (%)	29
occupational therapists (children's) (%)	24
planning officers (%)	19
adult care workers (%)	16



The Workforce Canvas

Resourcing Stream

- Who are our key partners?
- Where do we find the skills/people requirements?
- Who are our key suppliers?



Role Design

- What are our key activities?
- How do we structure people resources to align to business needs?
- What are the people outcomes required to deliver an effective organisation?
- How do we future proof roles?



Skills Propositions

- What requirements do we need from people?
- What customer needs are we satisfying?
- What skills are at a premium and which ones are in abundance?



Workforce Relationships

- What type of workforce is needed?
- What type of cultural environment are we creating?
- What are the behaviours we are nurturing?

EXAMPLES

Consultancy
Dedicated service provision
Call centre
Professional/technical/expert skills



Customer and Business Drivers

- For whom are we creating services?
- Who are our most important customers?
- What are the demands for services and upcoming business drivers?
- Defining and understanding workforce demands



Key Resources

- Available and emerging workforce requirements
- Critical individuals and roles
- Talent management pipeline



Workforce Channels

- Investment strategies for current and future workforce requirements?
- Where do you access changes in skills?
- How do you integrate workforce needs with skill development (education/professional institutions/qualification frameworks)



Workforce Cost Structure

- Workforce costs
- Workforce segmentation model (style of provision – permanent/interim/associate workforce)

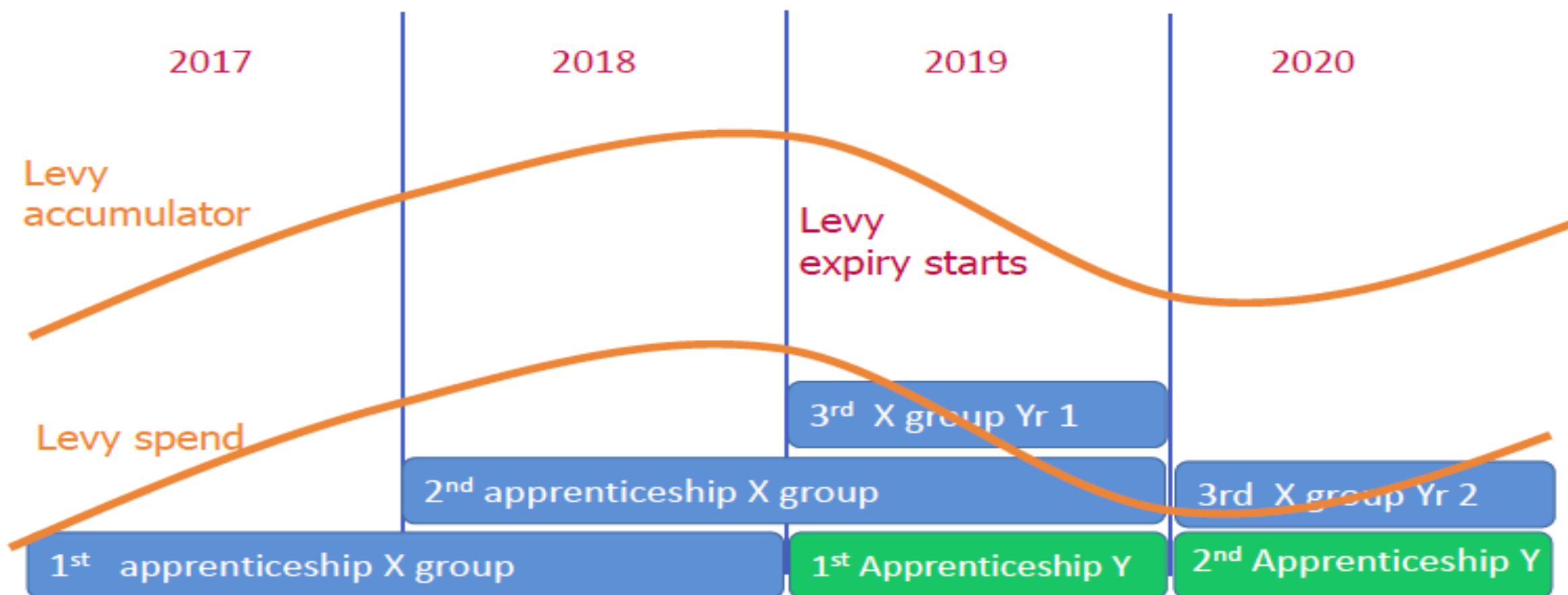


Return on People Investment

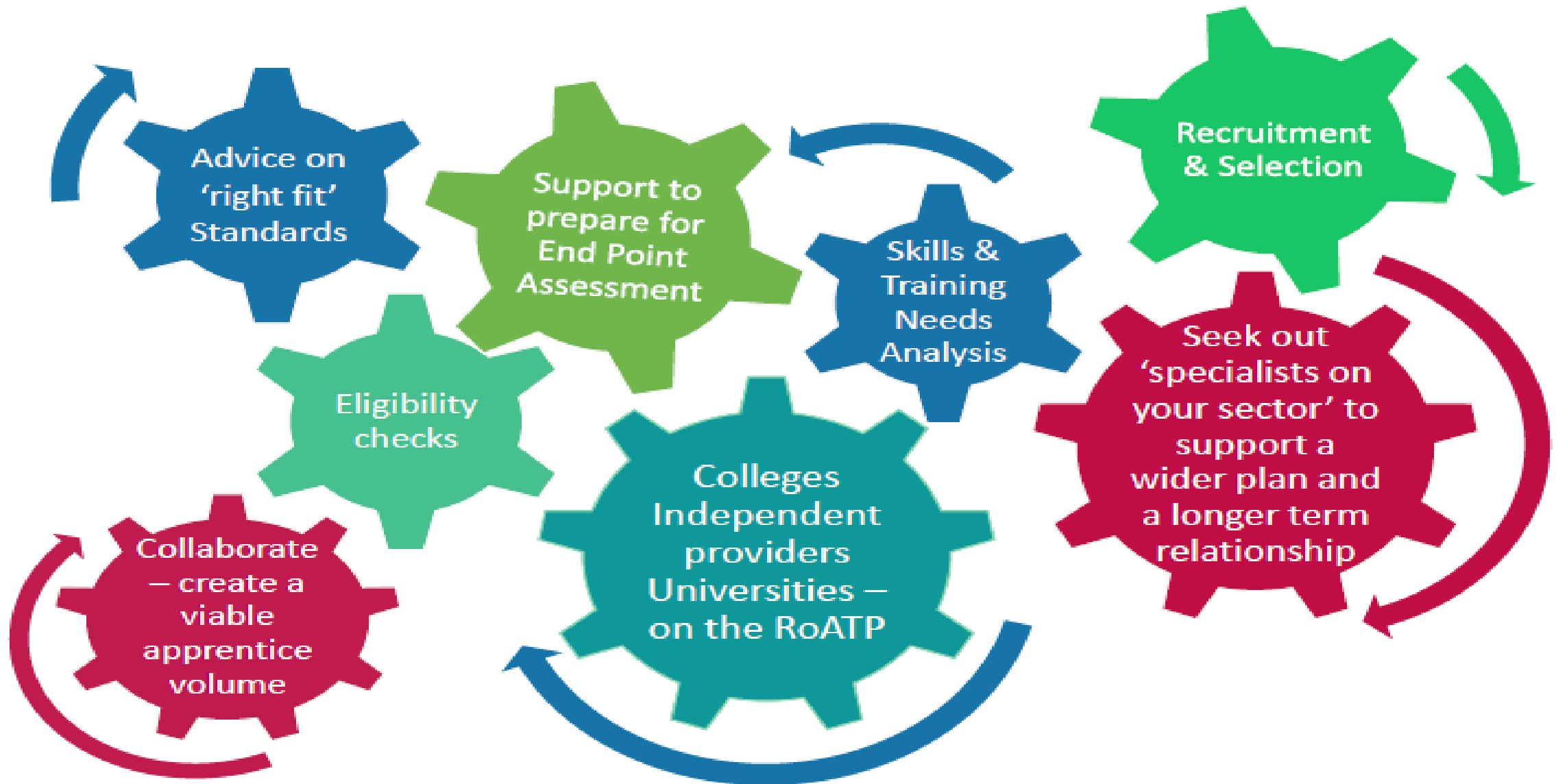
- Discretionary effort indicators (engagement and alignment to business values)
- People intelligence measures (performance, sickness absence, salary bills etc)



Forecast.....*carefully*



Choose Your Apprenticeship Provider



Public sector the business case for capacity?



- Building the local economy = Higher skills leads to higher economic growth
 - Helping the hardest to reach into work
 - Growing the workforce of the future – upskilling
 - Addressing Skill shortages three year plan
 - Supporting Talent pathways – succession planning & retention
 - ROI Levy – invest to grow
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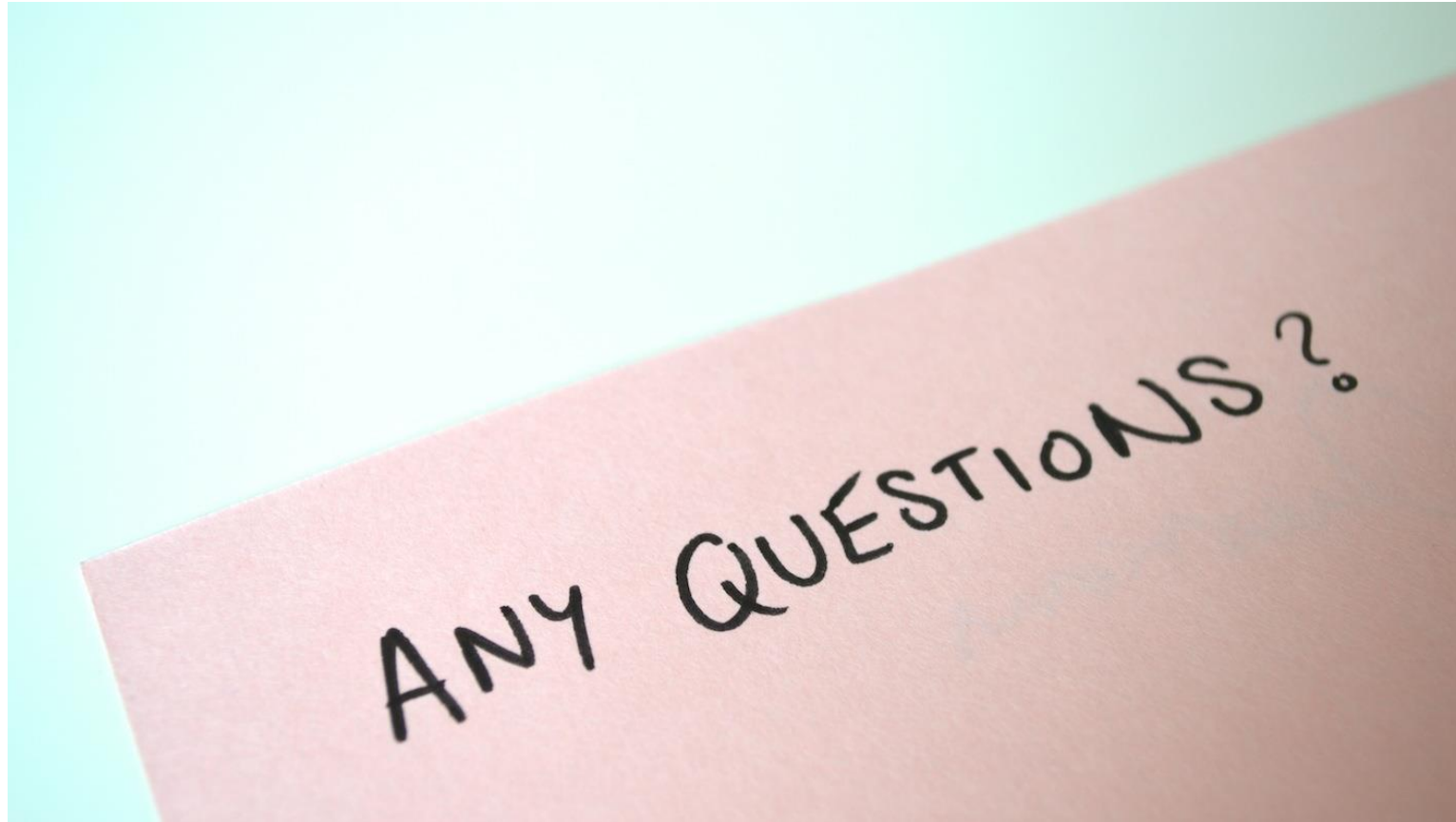
LGA Support programme 2017-2020 (DCLG)

- Provide Advice & Guidance
 - Share practice between councils and public sector partners
 - Support partnerships for planning and action
 - Support new standards development
 - LG Management Programme at level 5
 - Support reporting and representation back to government on sectors issues and needs
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Sink or Swim? Maybe its surf!





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An employer's guide to the digital apprenticeship service

A new digital service will be available for employers early next year.

1

Plan your apprenticeship programme

Estimate how much funding you will have to spend on apprenticeships

2

Choose apprenticeship training and assessment

Find the right type of apprenticeship training for your business

Choose a training provider

Choose who will assess your apprentice at the end of their apprenticeship

3

Advertise a vacancy to recruit an apprentice

Work with your training provider to post an apprenticeship opportunity

If you are a **levy paying employer**, carry on to steps 4 and 5.

If you are a **non-levy paying employer**, work with your training provider to complete the next steps.

4

Manage the funding for your apprenticeship

Register securely to set up an employer account

View the current balance of your levy and any previous transactions

Forecast your funding available in the future

Find out support available if you don't have enough levy

To find out more use our online guidance or contact our employer helpline:

Phone: 08000 150 600

Email: nationalhelpdesk@apprenticeships.gov.uk

Web: www.gov.uk/take-on-an-apprentice/overview

5

Start a new apprenticeship contract

Agree how much you want to pay a training provider from your levy account

Manage payments to your training provider and see when they will be paid

Pause or stop a payment to your training provider

The digital service is coming soon.

Want to see how the digital service might work? Email DAS@bis.gsi.gov.uk to test the prototype and tell us what you think.

REPORTING – Progress towards the target

1. This will include as a minimum the information set out in the Enterprise Act 2016:
 - 1) The number of employees whose employment by the body began in the reporting period in question;
 - 2) The number of apprentices who began to work for the body in that period and whose apprenticeship agreements also began in that period;
(2) expressed as a percentage of (1).
 - 3) The number of employees that the body has at the end of that period;
 - 4) The number of apprentices who work for the body at the end of that period;
(4) expressed as percentage of (3).
 - 5) In addition, if that reporting period is the first reporting period in the target period, the number of apprentices who worked for the body immediately before that period.

Hertfordshire Apprenticeship Alliance – Philosophy

- **Every Apprenticeship matters.**
- **Once in a generation opportunity to unlock the skills shortages within the County and beyond.**
- **County of opportunity** where I am proud to be an apprentice, managing an apprentice or contributing to the future of an apprentice.