



**PERSONNEL COMMITTEE**  
**11 January 2024**

**ITEM 05**

Report sponsor: Heather Greenan, Director of Corporate Management  
Report author: Tania Hay, Organisational Development Manager

## **The Apprenticeship Programme**

### **Purpose**

- 1.1 To provide information on current priorities for our apprenticeship programme.
- 1.2 To provide data on the Council's widening participation and apprenticeship performance statistics.
- 1.3 To provide an update on the Council's Levy payments and drawdown to 22 December 2023.

### **Recommendations**

- 2.1 To note the information on current priorities for our apprenticeship programme.
- 2.2 To note the data on the Council's widening participation and apprenticeship performance statistics.
- 2.3 To note the Levy payments made to date, the drawdown for training programmes and expired funds as of 22 December 2023.

### **Reason**

- 3.1 To ensure that the Personnel Committee is aware of the current position of our Apprenticeship Programme.

### **Supporting information**

#### **4.1 Current Priorities**

This paper highlights some of the Apprenticeship Teams current key priorities.

##### **4.1.1 Leadership and Management**

As the committee is aware we have a very successful Leadership and Management programme in place with the University of Derby. This programme has been running since the Autumn of 2018. This programme covers all levels of management development.

This Autumns new cohorts started in September and October and consist of seven Level 3 Team Lead/Supervisors, two Level 6 Chartered Managers and one Level 7 Senior Leader.

Currently we have 52 colleagues on the various apprenticeship levels and have had 44 colleagues successfully graduate.

#### 4.1.2 **Social Worker Integrated Degree**

We are very pleased that our fourth cohort of Social Worker apprentices will be starting in January 2024 with Nottingham Trent University. This year's intake will take the total number of colleagues who have accessed this apprenticeship to 21, with 7 having successfully completed and graduated.

Children's Services have been successful with an application to access a Department for Education grant to support with funding new apprentices. The Employer Support Fund: Child and Family Social Work Apprenticeship Programme grant was awarded to 79 of the 153 local authorities, who were chosen following the application process.

Nationally, the £11.7m funding is enabling the recruitment of 461 social work apprentices and is part of the government's children's social care reform agenda, set out in the *Stable Homes, Built on Love* strategy, which was consulted upon earlier this year. It is designed to tackle the significant shortages in the children's social work workforce in English councils, with vacancies hitting 20%, and the proportion of agency staff 17.6%, in September 2022.

This successful application has enabled Children's Services to have five Social Worker apprentices start in January 2024 and another five planned to start in January 2025.

We will also have two apprentices from our Adults Services starting in January 2024 taking the intake for this cohort to 7 colleagues in total.

#### 4.1.3 **Residential Child Care Worker Programmes**

We are continuing to work closely with the Children's Team, to support them to upskill their Residential Team enabling them to achieve the mandatory qualifications through apprenticeship programmes. Working with Derby College Group we currently have 21 colleagues on the rolling programme and now have processes in place to enrol new starters once they have completed their probation period.

We are also supporting to upskill colleagues in the teams with their maths and English functional skills to enable them to start on the apprenticeship programmes.

#### 4.1.4 **Children in Care/Care Leavers**

The Apprenticeship Team is working with the Early Help and Children's Social Care Team supporting with the development of a pathway for Education, Employment and Training (EET) for young people in care.

The aim is to develop a clear support pathway for the young people, starting when they are year 10 pupils right through to 25 years of age in line with the SEND Code of Practice.

The working group is currently scoping out the tools that are required to capture the aspirations a young person has and the path they want to follow. The group will be putting together a pathway with key milestones and touch points where support and interventions can be put in place to support the young person to reach their goals and have better outcomes.

Key stakeholders from across the city will be part of the overall process to ensure the young person has access to a wide range of opportunities and options.

## 4.2 Department for Education Statistics

We have periodical meetings with the Department for Education, where we talk through our apprenticeship programme performance, any current initiatives, and updates on the Apprenticeship Levy and wider skills agenda. During these meetings we are provided with our performance and widening participation data.

The statistics are based on all our apprentice starts, both new recruits and existing colleagues. Our last meeting was on 9 November 2023 where we were provided the last academic years data.

### Widening Participation Statistics Aug 2022 – July 2023 as a percentage of all starts

BAME	20.5%
Learner Difficulties/Disabled	18.2%
16 – 24 years olds	34.6%
Disadvantaged	23.1%

### Apprenticeship Programme Performance Aug 22 – July 23

Total number of Starts	78
Number of withdrawals	12
Breaks in Learning	7
Learners out of funding	37 (Covid legacy)
Achievers	41
Achievement rate	76% National benchmark 67%

We are continuing to perform well against the other local authorities in the area and are consistently ranked in the upper middle quartile of comparative councils.

## 4.3 Levy Payments

Between the start of the Apprenticeship Levy in April 2017 and 22 December 2023, the Council has transferred a total of £4,797,693 into our Apprenticeship Levy Digital Account.

To date the Council has drawn down £2,525,208 for internal apprenticeship training programmes and has transferred £215,108 of our Levy fund to several local employers.

Between November 2019 and December 2023, £678,692 of the Council's Levy fund has expired and has been returned to the government.

As of 22 December 2023, there was £1,371,669 in the Council's Levy fund.

The table below illustrates the amount paid into our Levy fund and our Levy spend year on year since the start of the Apprenticeship Levy in April 2017.

Date	Paid in per year	Spend per year
April 17-March 18	751,912.57	39,182.36
April 18-March 19	782,381.49	128,771.01
April 19-March 20	702,066.49	584,392.64
April 20-March 21	685,787.83	782,381.62
April 21-March 22	678,668.70	716,233.43
April 22-March 23	721,177.57	673,487.55
April 23- Dec 23	475,699.19	476,771.45
<b>Total</b>	<b>4,797,693.84</b>	<b>3,401,220.06</b>

## Public/stakeholder engagement

5.1 Council departments, external training providers and local businesses.

## Other options

6.1 Do nothing. This is not considered to be a viable option, the main reason being the Council wants to maximise the Levy spend and increase opportunities for colleagues and local people.

## Financial and value for money issues

7.1 The Council makes monthly Levy contributions which equates to 0.5% of our salary bill. The fund is being used to pay for both internal apprentice programmes and transferring to local businesses to support with their apprenticeship training costs.

The Council has a rolling 24 months to use the funds. If they are not used the Council experiences the expiration of funds which is returned to the government to spend on the national apprenticeship programme.

## Legal implications

8.1 We are continuing to work with Legal and Procurement Services to ensure we are meeting our legal obligations with the Levy and procurement rules.

Public sector employers with 250 or more staff are currently asked to gather data and report annually on:

- new apprenticeship starts
- total number of apprentices
- organisational headcount

The Department for Education will publish this data annually to support transparency and external accountability and help maintain the momentum public sector employers have built up with their apprentice new starts.

## Climate implications

9.1 None arising from this report.

## Socio-Economic implications

- 10.1 Apprenticeships provide opportunities for those from disadvantaged backgrounds to access new skills and careers (as monitored through the widening participation data).

## Other significant implications

- 11.1 Equality implications are monitored as part of the widening participation data.

This report has been approved by the following people:

<b>Role</b>	<b>Name</b>	<b>Date of sign-off</b>
<b>Legal</b>		
<b>Finance</b>		
<b>Service Director(s)</b>		
<b>Report sponsor</b>	Heather Greenan - Director of Corporate Management	22/12/23
<b>Other(s)</b>	Liz Moore – Head of HR and OD	22/12/23

<b>Background papers:</b>	None
<b>List of appendices:</b>	None

