



Derby City Council

PERSONNEL COMMITTEE

11 April 2024

ITEM 06

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 recent successes with the apprenticeship programme.
- 1.2 To provide information on the Government's announcement to increase investment for apprenticeships.
- 1.3 To provide an update on the Council's Levy payments and drawdown to 26 March 2024.

Recommendations

- 2.1 To note the recent successes with the apprenticeship programme.
- 2.2 To note the information on the Government's announcement to increase investment for apprenticeships.
- 2.3 To note the Levy payments made to date, the drawdown for training programmes and expired funds as of 26 March 2024.

Reason

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

Supporting information

4.1 Apprenticeship Successes

National Apprenticeship Week (NAW) 5 – 11 February 2024

We had a very busy NAW attending events at Buxton and Leek College, University of Derby, and Derby College Group. We ran a design an apprenticeship poster competition within the city secondary schools and the winners had their designs displayed on the big screens across the City. There was also lots of posting on our social media feeds. All in all, it was a very positive week.

Buxton & Leek College (BLC) Apprenticeship Award

During the event that we attended at the Dome campus in Buxton, we were very pleasantly surprised to be awarded with 'Apprentice Employer of the Year' for the support we give colleagues who are studying for their Level 3 Team Lead apprenticeships.

Nottingham Trent University (NTU) Apprenticeship Awards

We are very pleased to inform the Committee that we have three nominees for the NTU awards.

One of our Social Work apprentices has been nominated for 'Outstanding Apprentice of the Year' – Health, Education and Care.

We also have two colleagues who have been nominated for 'Apprentice Mentor of the Year', they are both Senior Training and Education Officers one from Childrens Services and one from Adults Services.

The nominees have been invited to the awards celebration on May 1.

4.2 Government to Increase investment in Apprenticeships.

On 18 March at the SME Business Connect the Prime Minister announced that the Government is investing a further £60m to boost apprenticeships, with the aim of increasing opportunities for young people, and equipping businesses with the skills they need to thrive. This additional funding is to support to meet increased employer demand for apprenticeships and support the continued provision of high-quality training.

New measures announced today include:

- **From 1 April**, SME employers who do not pay the levy no longer have to contribute to the cost of apprenticeship training for 16–21-year-olds. The government is fully funding the training costs for these individuals.
- **From 6 April**, levy-paying employers can transfer up to 50% of their funds to support apprenticeships in other businesses – double the current 25%.

This is good news for SMEs and large employers. Removing the co-investment charge for 16–21-year-olds will reduce training costs for smaller employers. The increase to the levy transfer limit will boost flexibility for large employers like ourselves, helping to ensure that we can support other employers locally.

4.3 Levy Payments

Between the start of the Apprenticeship Levy in April 2017 and 26 March 2024, the Council has transferred a total of £5,073,839 into our Apprenticeship Levy Digital Account.

To date the Council has drawn down £2,661,056 for internal apprenticeship training programmes and has transferred £255,044 of our Levy fund to several local employers.

Between November 2019 and March 2024, £693,713 of the Council's Levy fund has expired and has been returned to the Department for Education to support funding the national apprenticeship programme.

As of 26 March 2024, there was £1,468,405 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-March 24	751,844.95	685,365.09
Total	5,073,839.60	3,609,813.70

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:

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

Background papers:	None
List of appendices:	None