

**Our
future.
It's in
our hands.**



The Apprenticeship Offer

National Apprenticeship Service

Presented by Matthew Fletcher, 18 May 2010

What is an Apprenticeship?

An Apprenticeship combines on and off the job training.

The learner gains a nationally recognised qualification while the employer gets a work-ready employee with job specific skills.

What is an Apprenticeship?



Levels of Apprenticeships

There are three levels of Apprenticeships available for those aged 16 & over:

- **Apprenticeships**
Equivalent to 5 GCSE passes (A* - C)
- **Advanced Apprenticeships**
Equivalent to 2 A-Level passes
- **Higher Apprenticeships**
Equivalent to a Foundation degree

Apprenticeships often lead to permanent work, advanced training and higher education, including university degrees.

What is an Apprenticeship?



Frameworks

There are over 200 sector-specific and transferable Apprenticeships available across 80 sectors in the UK

Each framework consists of the following elements:

- **Competency based element**
NVQ or similar assessment against national standards
- **Knowledge based element**
Technical certificate providing underpinning knowledge of the sector
- **Transferable Skills**
Literacy, numeracy and other employability skills such as team building
- **Employment rights and responsibilities**

What is an Apprenticeship?



Key Information

Facts about Apprenticeships:

- Apprenticeships can take between 1 and 4 years to complete
- **Training is fully funded for 16-18 year old apprentices**
- Training can be provided entirely on the business premises with the support of a training provider or split between the business premises and the training provider premises
- **Apprenticeships can be used to train both new and existing employees**
- Apprenticeships are designed to meet the needs of the employer
- **As an employee, an Apprentice is entitled to the following benefits:**
 - Minimum salary of £95 per week
 - Paid holiday
 - Training
 - A recognised qualification

What is the National Apprenticeship Service?

Launched in April 2009

The National Apprenticeship Service has end to end responsibility for Apprenticeships in England

What is the National Apprenticeship Service?



About Us

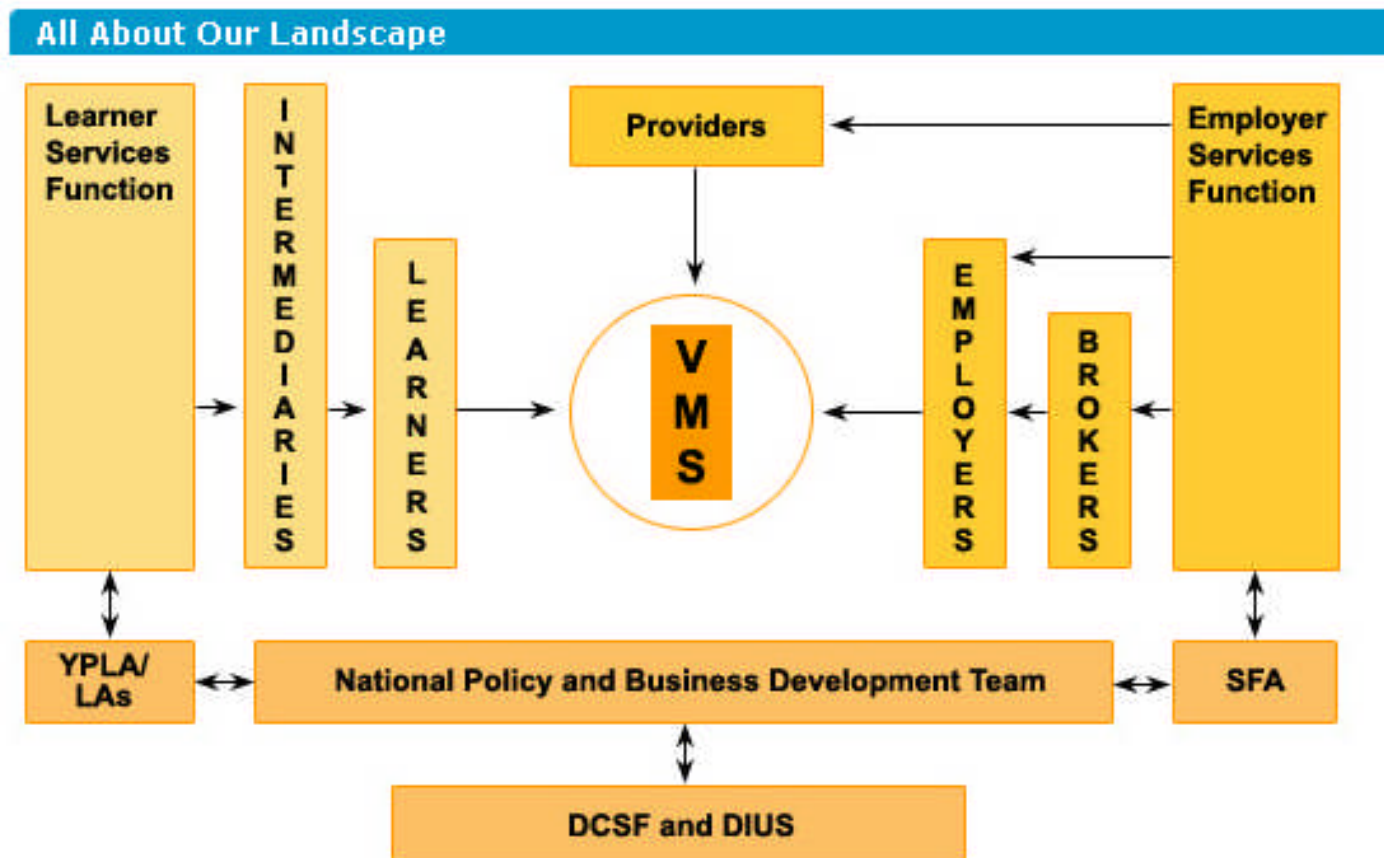


Our Priorities

- **To expand the number of Apprenticeship places offered by employers, including those in the public sector**
- To increase the number, quality and background of those applying for Apprenticeships, and in particular supporting 16-18 year olds
- **To make it easier for employers and individuals to search and apply for vacancies through the online Apprenticeship Vacancies System**
- To ensure that the funding for Apprenticeship places is available, responsive to need and delivers value for money

What is the National Apprenticeship Service?

About Us



Apprenticeship Vacancies Online (AVOL)

Key Benefits

- **Free Apprenticeship recruitment service**
- **Information can be exported to enable integration with existing HR systems**
- **Allows links to employers own website**
- **One national web-based portfolio of Apprenticeship vacancies**
- **Data and statistics accessible on demand**
- **1,000s of registered candidates – maximising employers choice**

Headline Performance



The National Apprenticeship Service

- The number of Apprenticeship starts increased from 50,000 in 1997 to 200,000 in 2009
- Nationally, the number of Apprenticeships in 2008/09 continued to grow during the economic downturn
- In 2007/08, 65% of Apprenticeships were successfully achieved. This is expected to grow to 70% in 2008/09
- Currently, around 1 in 18 young people in the East of England start an Apprenticeship. The target for 2020 is 1 in 5
- The East of England holds 11% of the population but only 9% of Apprentices are employed within the region

Peterborough City Council



Apprenticeship Opportunities

- Employer
- Lead client in the supply chain - Procurement
- Lead authority for inward investment
- Influencing role with key partners, Government and other agencies

Apprenticeship Programmes



Local Authority Activity

- Lancashire County Council (LCC)
- Wirral Council (WC)
- Luton Borough Council (LBC)
- Essex County Council (ECC)
- Manchester City Council (MCC)

Apprenticeship Programmes



Lancashire County Council (LCC)

- Strategic Plan
- Target Group
- Results
- Costs

Apprenticeship Programmes



LCC Strategic Plan

- Increasing productivity and skills
- Reducing unemployment
- Improving partnership working – Comprehensive Area Assessment
- Cutting costs and protecting public services
 - Reducing spending on and use of agency staff
 - A workforce which reflected the makeup of the community
 - Improving the age profile of the workforce
 - Involving all communities

Apprenticeship Programmes



LCC Target Group

- All entry level posts are considered for an apprenticeship
- Mainstream Apprenticeship opportunities in the workforce processes
- Targeted the long term unemployed, those from disadvantaged communities, BME communities and those on incapacity benefit/unemployment

Apprenticeship Programmes



LCC Results

- Recruitment and conversion of apprentices increased 16 to 284 in 2yrs
- Diversity in the intake achieved and additional support available
- Expectation apprentices complete NVQ Level 3 rather than Level 2
- Additional support provided to access NVQ Level 4
- Vacancy management process redesigned to allow offer (on merit) jobs to those completing an apprenticeship. Cost/times savings on recruitment
- Savings of c£31k on each intake by centrally recruiting up to 20 apprentices at a time

Apprenticeship Programmes



LCC Costs

- Apprentices are not supernumerary – fully employed entry level posts
- Start on Pay Point 4 on a training contract for two years if administrative
- Start on the lowest pay point for other professional areas eg. electrician
- LCC saves money through using fewer agency staff
- LCC saves money through recruiting in tranches
- LCC saves money in recruitment costs throughout the entire process
- LCC saves money- NVQs are funded. Average cost of training on an Apprenticeship – 2 year placement is c£4286. Taking 250 apprentices over a 3year period LCC draws down over £1m of training for its staff
- LCC set up costs were £80k funded through council budgets, LAA and external grants

Apprenticeship Programmes



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WHAT THE STUDY DEMONSTRATES

- Apprenticeships allowed employers to secure a supply of the skills they required
- Costs of recruiting experienced workers is seen as more expensive
- Supply in the external labour market is often limited
- Apprentices provide a pool of skilled people to select for future promotion
- Apprentices are seen as relatively loyal
- Apprentices are seen as bringing new ideas into organisations
- **The costs of Apprenticeship training is recouped relatively quickly**

Regional Priorities

16 - 18

- Increase the number of 16-18 year olds starting Apprenticeships.
- Increase the breath of Apprenticeship provision available across the region, particularly at Level 3
- Improve understanding among young people and parents that Apprenticeships are a high-value post-16 learning option
- Increase the number of employers across all sectors (including the Public Sector) who are willing to employ and train 16-18 year old Apprentices



Regional Priorities



The Public Sector

The Public Sector holds more than 20% of the nations workforce yet it employs fewer than 1 in 10 Apprentices

We aim to work with the Public Sector to identify potential Apprenticeship opportunities and increase current take-up

Regional Priority

For 2010/11, the Public Sector is a priority sector for Apprenticeships.

Peterborough City Council



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Thank you



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