

Earn and learn

Apprenticeship strategy 2017/20

Thurrock Council



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Background – the apprentice levy

The government is committed to boosting productivity by developing vocational skills through an additional 3 million apprenticeship starts in England by 2020.

To help deliver this vision the apprenticeship levy was introduced on 6 April 2017. It puts the power in the hands of the employer, enabling those committed to providing quality training, the opportunity to maximise the use of the levy they pay by allowing them to create industry centric apprenticeship programs.

Whilst the levy is expected to be paid by less than 2% of employers it's anticipated to raise £2.73 billion in its first year.

To ensure the public sector take their fair share of apprentices, a target has been introduced. 2.3% of headcount is expected to be an apprentice start. This can be a new apprentice recruit or existing staff.

The levy

- Paid by employers with a wage bill over £3m
- 0.5% of your pay bill liable to class 1 NICs
- Set-off against a £15,000 allowance
- Public bodies each get a £15,000 allowance
- Monthly reporting via Employer Payment Summary (EPS) started in April 2017
- Public sector target - 2.3% of headcount will be an apprentice start

What it means for us

As a large employer, Thurrock Council are liable to pay the levy, expected to be around £330k for 2017/18.

Levy monies will be available to spend on apprenticeship training for a period of 2 years from deposit after which the money is retained by the treasury.

Our public sector target is 65 apprentice starts and we'll contribute around £330k annually to the levy. In 2016/17 we had 23 apprentice starts with training costs of around £50k p.a.

Inaction could mean we lose the opportunity to use £280k p.a. in training. We'll also miss the public sector target.



Supporting the people strategy

Our apprenticeship program must support the wider people strategy 2017/20 and the strategic themes.

Capacity

Customer focussed, multi skilled, agile, adaptable

Confidence

Free to innovate, take managed risks, feel valued, welcome new challenges, resilient, comfortable using modern tools and techniques

Culture

“One team” – feel included, engaged and part of a high performing team driving continuous improvement

Our people: Confident, competent, high performing and customer focussed; engaged and passionate about delivering our ambitions

“How can Thurrock Council maximise the opportunities presented by the introduction of the Apprenticeship Levy?”



Key areas for development

People and funding plan – recruitment and upskill

- Review recruitment policy and process
- Centralised apprenticeship management and funding monitoring
- Cohort recruitment
- Support pathways for hard to recruit vacancies
- Support skills gap action plan, including higher level apprenticeships (degree level)

Support plan – providing the tools to deliver

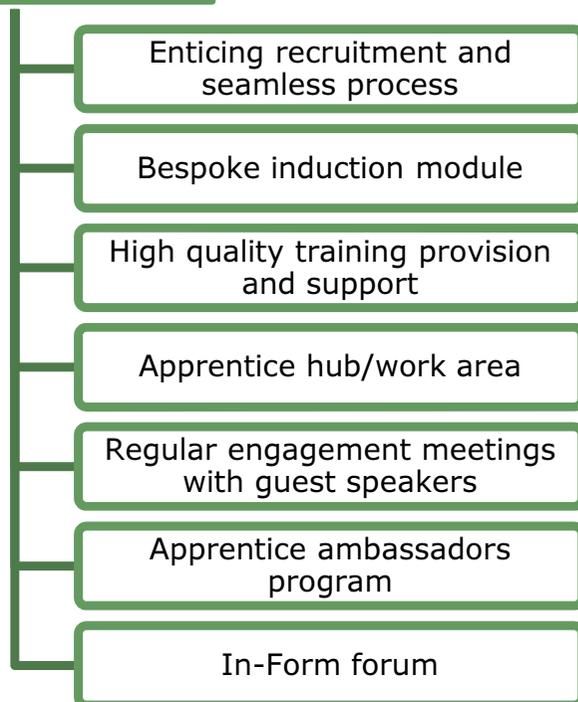
- Support network and facilities for apprentices
- Support framework for recruiting managers
- Training provider review and guidance
- Dedicated intranet guidance and support

Commercial opportunities

- Develop in house apprenticeship training program
- Promote training and services to local businesses

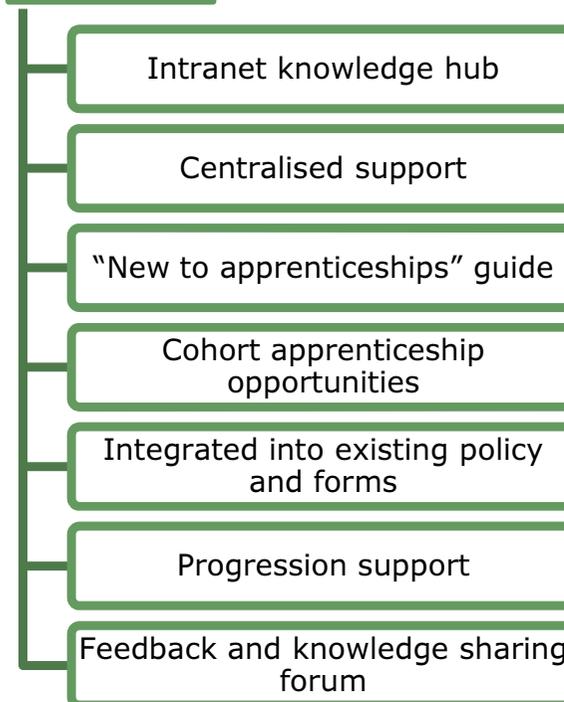
Stage 1 - brilliant basics

Apprentice



"I feel supported in my learning and am proud to work for Thurrock Council"

Manager



"I have the tools I need to support my apprentice and know where to go for help"

"Thurrock Council have a first class reputation for their apprenticeship program"

Stage 2 – support for skills gap and hard to recruit posts

Skills analysis

- Support the skills review project
- Identify gaps and match to apprenticeship training opportunities

Support career pathways

- Support the career pathway project to identify existing programs to support
- Identifier and support trailblazer standards to develop new standards

Hard to recruit posts

- Work with HR leads to identify opportunities to develop existing staff into these posts

Trailblazer

- Provide support for service heads to consider leading trailblazer where appropriate

Planning

- Understand how higher education and degree level apprenticeships integrate into recruitment and retention policies
- To consider how we prioritise requests as the offering of more expensive apprenticeship programs develops

Stage 3 - Commercial opportunities



Deliver the Business Administration apprenticeship standard in house



Promotion of our training provider status externally



Become a specialist sub-contractor



Act as apprentice recruiter for local businesses with added value services