

The Apprenticeship Levy: Responding to the Challenge

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The Apprenticeship Levy

- £37,000 per month
- Current Funds £667,713
- Committed spend to date: £586,100
- Number of enrolments 118
- Actual spend to date: £135,172.39



Set at 0.5% of an employer's payroll

Currently predicted to have no expired funds until December 2019.

The Challenges

- Lack of knowledge & resource
- Buy in from senior management
- Perception of Apprenticeships
- Communication with schools
- Suitability/availability of standards
- Quality of training provision
- Requirement for 20% 'off the job' learning

Further Challenges

- Requirement for maths and English
- Procurement
- Plethora of contracts and associated documentation
- Allocation of funds

Responding to the Challenge

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Challenge	Response
<p>Lack of knowledge regarding Apprenticeships / lack of resource within the organisation</p>	<p>Recruitment of an experienced Apprenticeship Lead / Project Manager on an 18 month fixed term contact. Purpose: To develop and maintain new strategies, policies and procedures for the Council in order to comply with the new apprenticeship levy rules and work towards the public sector apprenticeship target. To make effective use of the funding available to develop and up skill new apprentices and existing employees through apprenticeship training.</p>
<p>Buy in from Senior Management</p>	<p>Promotion of benefits to CEX and members. Confirmation of three strategic priorities as detailed below:</p> <ol style="list-style-type: none"> 1. Employee centred approach - Apprenticeship training to be used to up-skill or re-skill existing staff. This will involve identifying employees wanting to progress in their careers, or to change roles. It will create opportunities for shadowing and drop in sessions to experience other areas, and may lead to a possible reduction in existing service training budgets, where exiting qualification training could be replaced with apprenticeships (e.g. CIPD and AAT qualifications). 2. Outward facing approach/ social responsibility. With this, managers will identify suitable roles, posts will be advertised as apprenticeships (possibly on lower grades until qualified), and specific groups will be targeted by working with schools, charities and social care. Additional support will be needed in the work place to implement this approach. 3. Succession planning approach. This focuses on hard to recruit posts and other areas suitable for succession planning. It will use apprenticeship training to allow existing employees to gain appropriate levels of experience and qualifications in order to gain promotion. <p>Apprenticeships feature in WBC workforce strategy</p>

Any Questions?

