

LGA Apprenticeships Survey 2017/18: Results So Far...

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Who we spoke to

- Over the last four months, the LGA has been surveying the 151 largest local authorities in England (county councils and unitaries)
 - These authorities account for around 85% of the total local government public sector target and Levy spend.
 - To date we have received at least a partial response from 127 councils – an 84% response rate.
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What's working?

- **Leadership** – **91%** of councils have buy-in from the council leadership
 - **Corporate Plans** – **75%** of councils have included apprenticeships in their corporate plans or have a separate apprenticeships policy, with a further 8% in development
 - **Partnership Working** – Excluding learning providers, **64%** of councils reported working in partnership with at least one other organisation to deliver on their aims. The most popular included the NHS, local universities and other councils.
 - **Procurement** – **71%** of councils had a plan in place or were developing one – however it was clear that this was resource intensive and getting a procurement plan in place was often a significant hurdle to overcome
 - **ESFA interaction** – **64%** of councils had met with their ESFA Account Manager
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What's working?

- Many councils also reported that they were linking their apprenticeship programme with some of their wider social and economic priorities
 - **71%** were aligning their apprenticeship programme with their work to grow and support their local economy
 - **71%** were aligning their apprenticeship programme to their work with looked-after children
 - **69%** were aligning their apprenticeship programme to their activity in helping the hardest to reach into work
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Findings So Far

What needs to improve?

- **Workforce Planning** – **64%** had mapped job roles to apprenticeship standards or were in the process of doing so – **27%** had completed this work and **37%** reported this was ongoing. It was clear this is resource intensive
 - **Multi-Year Spending Plans** – Only **48%** reported they either already had a multi-year spending plan in place or were working towards one. Many LAs indicated they were taking a 'wait and see' approach and would look to develop longer-term plans based on their performance in the first year.
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Findings So Far

Problems and Barriers

- **Off-the-Job Training** – causing a barrier with some managers/schools
 - **Providers** – Some local authorities reported problems with providers including:
 - An inability to find providers locally that delivered certain types of training
 - Providers being registered on RoATP as providing a certain type of apprenticeship training yet not actually providing it when contacted
 - Many providers charging the funding band maximum for a particular course, even though they had previously provided similar training at a much lower price under the old system
 - **Resources** – The resources available to support an apprenticeship programme and employ new apprentices varied from council to council. Some councils were unable to afford many new starts, so focused their efforts on upskilling existing staff. Some councils were able to set up a team to manage the levy and target, others had only a part-time member of staff.
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Local Government Mapping: Findings So Far

Problems and Barriers

- **Standards** – A lack of appropriate standards in some areas is also holding councils back and hampering ability to spend Levy & meet target.
 - **Popular standards** used by councils include: Business Administration, Customer Service, Management, Building Control, Health and Social Care, Finance, Town Planning, Early Years, AAT and Highways and Maintenance
 - However, most councils identified key areas where there are **gaps in standards**. These include: Firefighters, Social Workers, Nursing, Teaching, Occupational Therapy, Leadership, Procurement, Higher Level Planning, Public Health, Business Analyst and some degree level apprenticeships
 - **Councils are acting to try to address this** - 91 county or unitary authorities are currently involved in a trailblazer to develop a new standard
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Problems and Barriers

- **Schools** are proving to be a significant challenge for many LAs because of:
 - **Lack of Available Teaching Standards** – standards for teachers, teaching Assistants, early years and school business managers are not yet available.
 - **Variable Interest** – Interest in using the levy varies. Many schools have never delivered apprenticeships before so this is new territory for them.
 - **Lack of resources** – many schools do not have the resources to pay the salaries of apprentices, even if they want to
 - **Target doesn't reflect capacity** – Schools contain a significant number of part-time staff, inflating the public sector target



Problems and Barriers

- **Primary schools** – Majority of council maintained schools are small primary schools that lack the capacity or budget to create apprenticeships. Their 'share' of the Levy are is often too small to fund training for even one post. Pooling funds and apprentices between primary schools is a solution LAs are trying, but this is not a panacea.
- **20% Off-the-Job training** – This is proving to be a barrier for many schools, as they are reluctant to lose a staff member for that amount of time because of...
- **...Other pathways into teaching** – There are a number of other pathways into teaching which cost schools less and do not require 20% of an individual's time to be spent working off the job



Sharing Practice

The LGA has also been collected examples of best practice from around the country:

- On partnership working...
 - **Hertfordshire** has created the Hertfordshire Apprenticeship Alliance bringing together all public and voluntary sector organisations and training providers together in partnership.
 - **Kingston and Sutton** share an Apprenticeship Levy Project Manager and are developing a joint workforce development strategy.
 - **Suffolk** has shared a cohort of Town Planning Apprentices (technician level) across public sector organisations in the county in response to a significant skills shortage. They hope to replicate this with the degree level town planning apprenticeship once approved.
 - On procurement...
 - **Greater Manchester CA** has developed a DPS for Apprenticeship Procurement across all 10 LAs and with other public sector partners. Due to go live in Jan 2018
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Sharing Practice

- On schools...
 - **Brighton** ran an Apprenticeship Fair for schools and early years to promote awareness, while **Hampshire** held a programme of roadshows and headteacher forums to engage schools
 - **Rochdale** has met 40 of its maintained schools and completed action plans with them on their Levy spend. Schools now account for 30% of Rochdale's apprenticeship starts.
 - On Innovation...
 - **Birmingham** has a traineeship programme for care leavers linked into its apprenticeship programme and are looking to extend this pathway to degree level
 - **Camden** has piloted part-time flexible apprenticeships to help parents return to workplace
 - **Devon** is in the process of appointing a new care-experienced 'Young People's Employability Coordinator' to develop an apprenticeships offer for care leavers
 - **Southwark** has developed the Southwark Apprenticeship Standard for quality local apprenticeships in the borough – 35 registered supporters including Barclays and TfL
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