

Apprenticeships and digital transformation – opportunity?

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Government's Apprenticeship Policy

- To create 3 million apprenticeship starts by 2020
 - Introduced a levy of 0.5% of payroll for all employers with a pay bill of over £3m
 - Introduced public sector targets of 23 starts for every 1000 employees (2.3% of headcount) for all Public Sector organisations with 250+ staff
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“Apprenticeships are not what they were”



- Its about new skills not just new people
 - Apprenticeships is a pathway to up-skill at all levels for all people – degree & post graduate entry too
 - Levy can only be used for training costs
 - We have 24 months to spend the levy after which time it stays with the treasury
 - You can transfer the levy to numerous employers up to 25% from 2019
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Apprenticeships in LG

Apprenticeship Levy

£207m

£400m

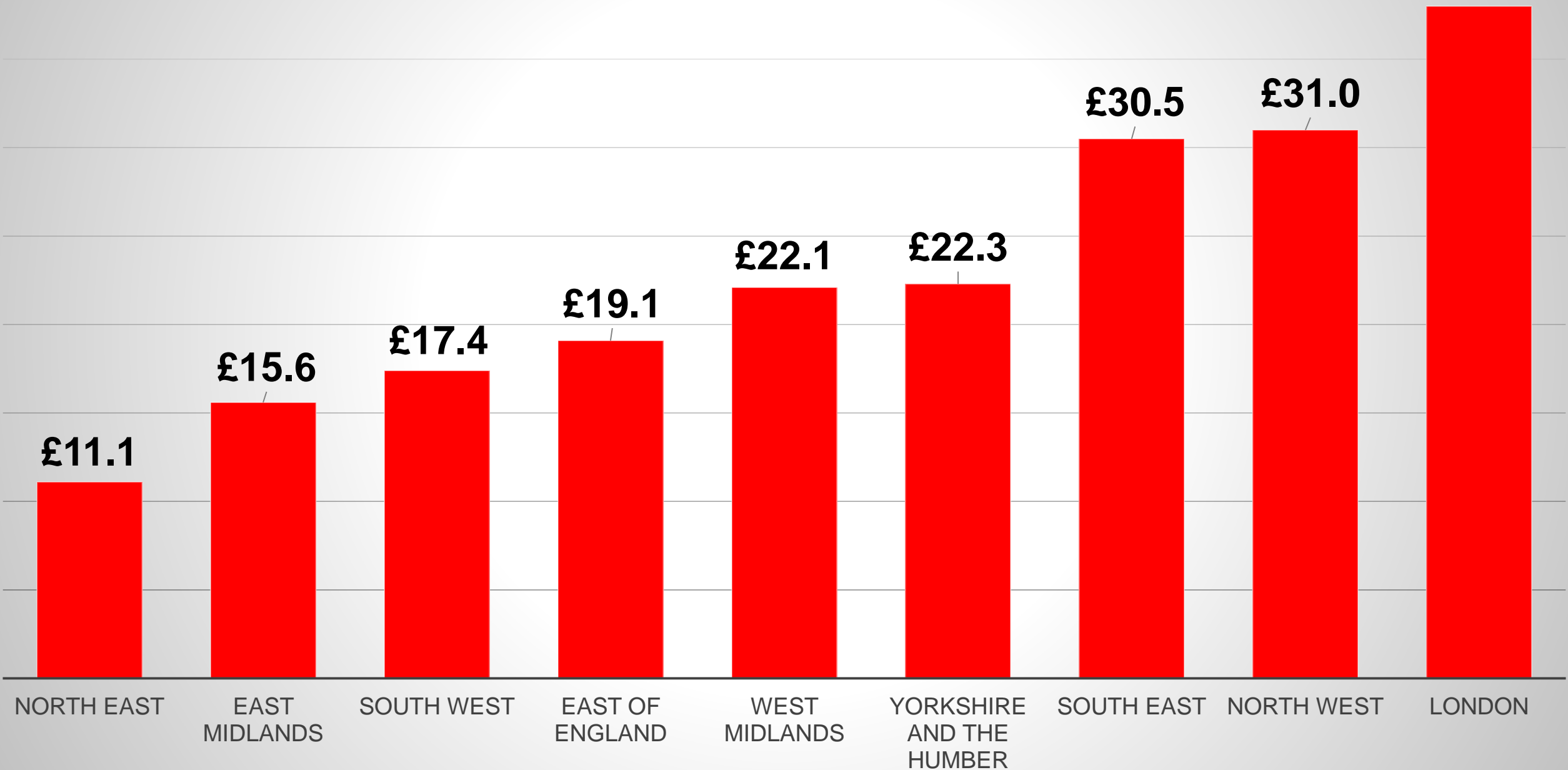
Apprenticeships Starts
per year

36,000

Potential additional costs in salary,
administration and procurement

Apprenticeship Levy 0.5% Payroll (in £m) LG by region

£36.0



LG Apprenticeship Start Targets p.a.

■ 2.3% of HC

1,954

3,111

3,301

3,626

4,153

4,444

4,744

5,273

5,559

NORTH EAST

SOUTH
WEST

EAST
MIDLANDS

EAST OF
ENGLAND

WEST
MIDLANDS

YORKSHIRE
AND THE
HUMBER

LONDON

NORTH
WEST

SOUTH EAST

Local government & Apprenticeships



- **Employer** (direct services)
 - **Commissioner** (of services)
 - **Economic Development** (grow local economies through skills and employment interventions, attract investment, supporting LEPs)
 - **Schools** (35-40% of LG payroll/Workforce in Upper Tier)
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LGA Support Offer 2018

- KHUB – on-line community, 382 members joined, 207 Councils – upper tier, districts
 - National Newsletter (every 6 weekly, update on policy, rules, standards and apprenticeship news, events)
 - Regional / Sub Regional Network support
 - Two National Conferences and 9 Regional Conferences
 - Guidance and sharing best practice
 - Workshops, plus other dissemination events / webinars
 - Procurement Guide
 - Support Funding for standards development
 - Improvement Support – bespoke support to 10 councils; generally supporting all 151 top tier councils via our k-hub sessions and webinar series.
 - Apprenticeship Accelerator Programme (AAP) direct support to 20 councils
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National Picture: Digital Skills Gap

- Half a million 16-24 are unemployed and big skills shortages in digital space. Brexit will cause this to grow further (First Skills Shortage Bulletin '18)
 - The Open Universities 2018 Survey estimates direct cost of digital skills shortages costing the UK 6.3 billion each year
 - Currently 600,000 tech vacancies in the UK (Skills and Employment Survey '18)
 - 9 out of 10 UK employers struggle to recruit digital skills (British Chamber of Commerce '18)
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Digital Apprenticeships



If you are an employer and want to find out more about the options available to you with regards to recruiting, training and assessing digital apprentices, check the Tech Partnership online [Employers' Guide to Digital Apprenticeship](#).

Queries: apprenticeships@thetechpartnership.com

Digital Apprenticeships

Approved standards



STANDARDS

LEVEL

Infrastructure technician

3

Software Development Technician

3

Unified Communications Technician

3

Software developer

4

Network engineer

4

Cyber intrusion analyst

4

Data analyst

4

Unified communications trouble
shooter

4

Software tester

4

Cyber security technologist

4

IS Business Analyst

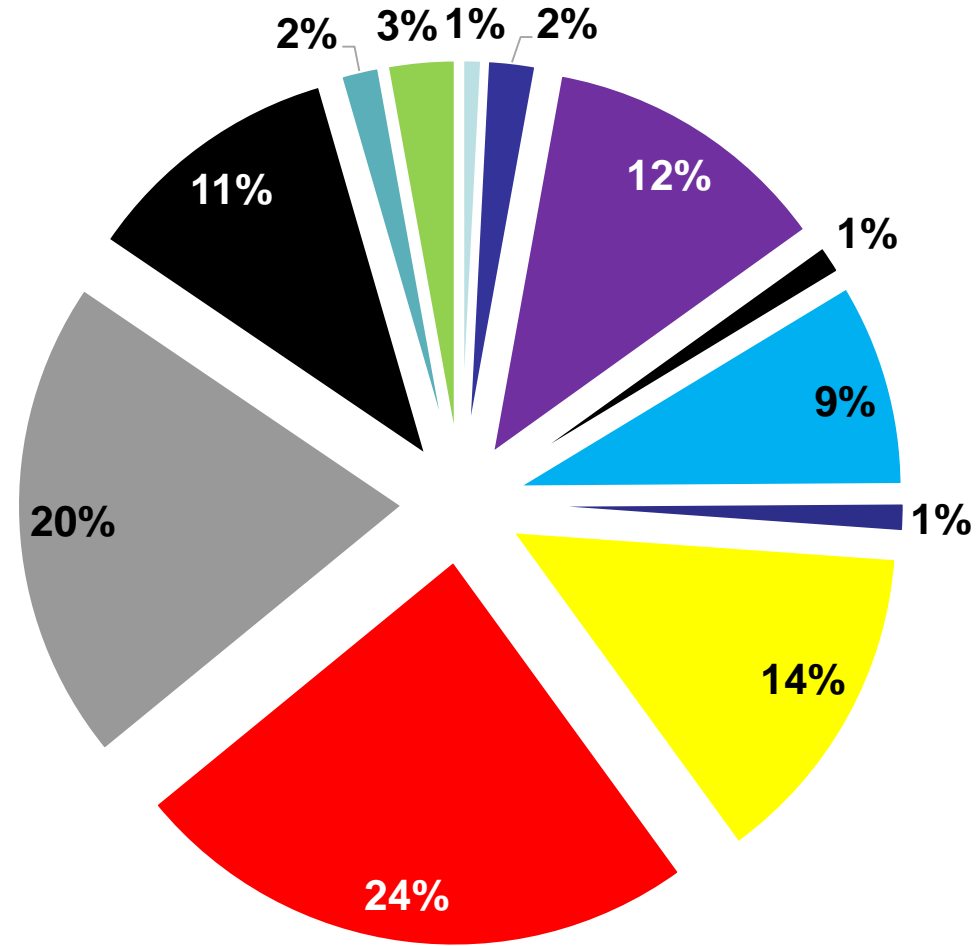
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Digital Apprenticeships Standards to be approved



STANDARDS	LEVEL
Community Coordinator/Associate Community Manager	4
Digital support technician	3
IT solution technician	3
Network cable installer	3
Radio network technician	3

- Creative and Digital Media
- Cyber Security Technician
- Data Analyst
- Design
- Digital and Technical Solutions Professional
- Digital Learning Design
- Digital Marketer
- IT and Telecoms Professional
- IT User
- Social Media and Digital Marketing
- Software Developer
- Software Development Technician



Digital Apprenticeships in LG in 2017/2018

Councils with Digital Apprentices

Liverpool City Region

- High priority for the Liverpool City Region
- 3 new hire apprentices on the Infrastructure Technician level 3 apprenticeship
- 1 new hire apprentice on the Digital Learning Design level 3 apprenticeship
- 1 existing member of staff on the Digital Learning Design level 4 apprenticeship
- New hire apprentice for IS Business Analyst
- 1 opportunity available for a new hire apprentice Data Analyst



Tower Hamlets Council

- Bringing back their ICT in house in 2019
- 1 apprentice for digital marketing Level 3
- Working on tender to deliver Cyber Security apprenticeships



Digital Apprenticeships in Local Government

The Demand Challenge?
Hard to recruit to jobs?



- Initial LGA survey showed 20 upper tier councils interested in digital apprenticeships
 - Digital Marketing, Cyber Security, Data Analyst apprentices high on the list
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Digital Apprenticeships in public services

- Mapping roles to the new Digital apprenticeship standards?
- Specific apprenticeship programme linked to specific skills gaps?
- Collaboration between employers nationally, regionally and locally?



