

Apprenticeships – CYP Select Committee

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- National and local context
- Update on Mayor's Apprenticeship Programme 2018 – 2022
- Corporate delivery of Apprenticeships – new roles, upskilling, schools, levy spend
- Other relevant initiatives to young people's employment

- The government introduced the Apprenticeship Levy in 2017 to increase the onus on employers to create apprenticeships.
 - The levy taxes 0.5% of company payrolls above £3 million. These funds can only be used for funding the training costs of apprenticeships. This also applies to public bodies like Lewisham Council.
 - The Council is also subject to the national 'public sector target' for creating apprenticeships equivalent to 2.3% of our headcount each year. This presents a significant challenge for Lewisham Council given this includes the headcount of our maintained schools.
- Alongside funding changes – an emphasis on apprenticeships for all ages and career progression was made. Apprenticeships are now available for Level 2 (GCSE) to Level 7 (Post-Graduate)
- Emphasis is placed on businesses/employers to create apprenticeships and to design new ones for their sector. Around 760 Standards (types of apprenticeships) now exist.
- More recently, as part of the Government's 'Plan for Jobs' – employers receive a £3000 grant for every new apprenticeship created.

National Policy Shifts 2017 – date



- The Jobs and Skills Team was formed in June 2021 to respond to the employment and skills challenges arising since 2020
- This combines
 - Two existing programmes
 - Apprenticeships
 - Local Labour and Business (maximising local jobs in construction)
 - With two new programmes
 - ‘Lewisham Young Futures’ (18-25 Employment Support)
 - ‘Lewisham Works (all-age employment support front-door)
- This presentation covers Lewisham Young Futures in a later section



The Mayor's Apprenticeship Programme

Delivering on 2018-22 manifesto commitments

Apprenticeship Type	Definition/Description
Internal	The apprenticeships we create in the Council – both new apprenticeship positions recruited externally, and those offered to existing staff for their professional development
Supply Chain/ via Procurement	The apprenticeships that result from commissioning services in the borough and those business, sub-contracted or otherwise, that create apprenticeships as a result of our spend and our ‘Social Value’ contractual requirements
Schools	Apprenticeships delivered in schools that utilise our payroll system. Apprenticeship Levy amounts are determined by DfE through the overall payroll size, meaning schools are included in the Council’s levy pot
S106 Contractor	Apprenticeships that are created through construction developments and regeneration in the borough. Local labour targets are attached to construction developments, meaning construction sites have an obligation to provide apprenticeships to residents
Levy Transfer	As a council we are able to transfer up to 25% of our apprenticeship levy to non-levy paying businesses, funding which covers training costs
External Businesses	Apprenticeships created by local businesses. We offer advice, recruitment and funding support to local businesses through our Apprenticeship Service

This table outlines the different types of apprenticeships our team supports



We report publicly on our apprenticeship delivery in a number of different ways:

- The Mayor's Apprenticeship Programme (*MAP) through Corporate Strategy Tracker
- London Councils and LGA Annual Reports
- Construction site employment outcome monitoring
- FOIs, Committees & ad-hoc Member Enquiries
- Our achievement against the Public Sector Apprenticeship Target (DfE)

The way apprenticeships are measured differs between these reports. This means separate reports can accurately report different delivery totals.

There is interest and support for apprenticeship across a number of Council areas – given their benefit to the individual, the business, key sectors and the wider economy.

- Established by Mayor and Cabinet in 2008 to increase public sector apprenticeship schemes in the borough
- Originally aimed at ages 16-24, it now incorporates all ages
- The Programme supports the Corporate Strategy priority of “Building an inclusive economy” by accessing work and opportunities to progress in employment
- Since 2008, the Mayor’s Apprenticeship Programme has supported 695 into apprenticeships
- The Jobs and Skills team is responsible for delivering on this commitment

The Mayor’s Apprenticeship Programme – Background



The target:

- Support an additional 250 apprenticeships during this period

For an apprenticeship to be counted in the MAP, it must:

- Be an apprenticeship position
- Be a Lewisham resident verified by postcode
- Must pay the over 21 rate for NMW (£8.36p/h). The council pay LLW (£10.85p/h)
- Evidence of local recruitment –thresholds vary depending on whether it is a business or local public sector organisation

This table shows where apprenticeships have been created in the Council:

2018/19		2019/20		2020/21		2021/22	
CYP	7	CYP	4	CYP	7	CYP	6
Community Services	2	Community Services	5	Community Services	5	Community Services	2
HRPR	7	HRPR	8	HRPR	7	HRPR	6
Corporate Services	4	Corporate Services	1	Corporate Services	1	Corporate Services	0
Chief Executive	3	Chief Executive	1	Chief Executive	1	Chief Executive	1
Lewisham Schools	2	Lewisham Schools	9	Lewisham Schools	4	Lewisham Schools	0
External	9	External	27	External	11	External	54
Levy Transfer	0	Levy Transfer	6	Levy Transfer	25	Levy Transfer	6
34		61		61		75	

231 of 250 YTD

Mayor's Apprenticeship Programme – 2018-22 Performance



The Apprenticeships Team are taking a number of steps to ensure The Mayor's manifesto commitment is achieved: So far, we have an additional 10 in the pipeline bringing us to 241. We are also taking action:

1) **Through Partnership**

- Proactively working with Lewisham Deal partners to drive apprenticeship creation and ensure monitoring is collected comprehensively
- **2) Through Levy Transfer**
- Working with Apprenticeship Training Agency (ATA) K-10 to use our levy transfer funds to generate local apprenticeships
- Commenced work with London Progression Collaboration (GLA/IPPR) to support local businesses to recruit apprentices through levy transfer, with intention to pledge £50k levy for transfers to local SMEs

3) **As a Council**

- Continue to engage with managers across a variety of services to create more apprentice roles
- Working proactively with Kickstart managers to consider apprenticeships

4) **With Schools**

- Engaging with schools leaders in their Autumn forum

Steps we are taking to achieve the 250
Mayoral target

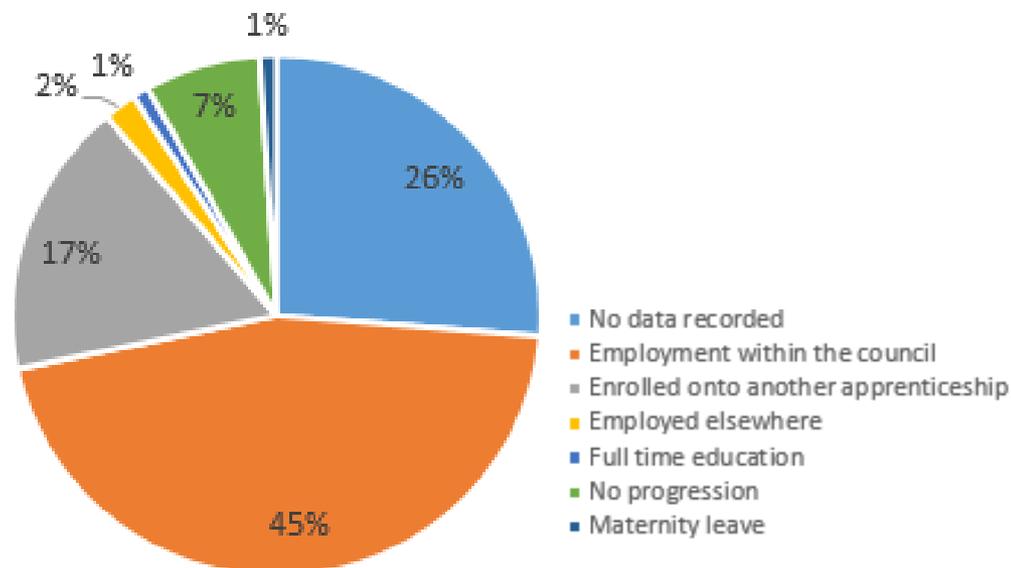


The team holds destination data, post-apprenticeship, on 76 apprentices, all Council employees:

- **45% (34)** Sustained Employment within the council
- **17% (13)** Enrolled onto another apprenticeship
- **2.5% (2)** Employed elsewhere
- **1% (1)** Full time education
- **7% (5)** No immediate progression
- **1% (1)** Maternity leave
- **26% (20)** no data recorded

We hold ethnicity data on 120 apprentices since 2018, of those:

- 73 are 'BAME', 61% of our cohort
- 47 are 'White', 39% of our cohort



Where we do not hold destination data, we have not been able to engage with the apprentice post-employment. We aim to improve this data collection in future to better understand next steps taken by our apprentices



Lewisham Council Apprenticeships

Professional Development and Levy Spend

The are a number of Council teams who support apprenticeship creation. We have a Council-wide working group with representation from:

- Economy, Jobs and Partnerships
- Organisational Development
- Schools HR
- Finance

This group meets monthly to discuss:

- Delivery plans and performance monitoring
- Opportunities to increase apprenticeships
- Monitoring of Apprenticeship Levy Spend

- The Council's recent performance on supporting existing staff to progress through an apprenticeship is strong
- The BAME Leadership Development Programme continues and the Level 5 Cohort is celebrating three promotions, securing higher level jobs following success at interview.
- L&D is now planning for the next Management Development Apprenticeship intake. This will likely commence Jan/Feb 22 following advertising, selection and briefings. This cohort will be a generic programme rather than BAME-specific.

The below table shows how different Apprenticeship Standards (apprenticeship types) have been utilised for existing staff thus far:

Standard	Level	No. of participants	No. based in CYP
LGV Driver	2	2	
Team Leader	3	19	8
Operations Manager	5	15	4
Social Worker	6	4	4
Occupational Therapist	6	2	2
Accountancy/Taxation Professional	7	5	
Solicitor	7	1	1
Total		47	13

Apprenticeships for up-skilling existing staff

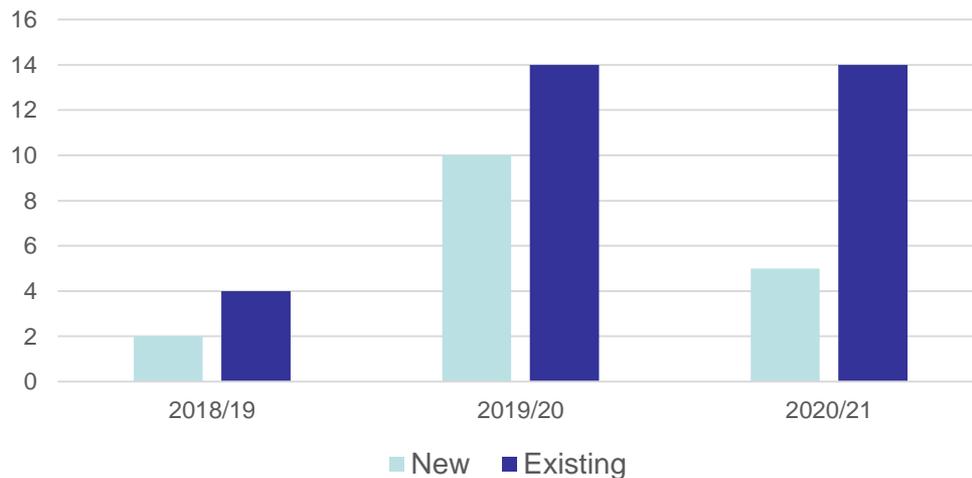


Since 2018 the Apprenticeship Working group have supported the creation of 17 new apprenticeships in Schools and 32 for upskilling existing staff. The below chart shows how these have been delivered, with none delivered during this financial year. We are looking to increase the representation of apprenticeships in schools, particularly creating new positions for residents during a challenging labour market.

A large proportion of our overall levy pot comes from schools, as they comprise around 60% of our total payroll. However, we do not currently distinguish between the schools and the corporate contributions to the levy pot. We have been able to accommodate all requests for apprenticeship funding to date and will review whether ring-fencing is required only if forecasts suggest we may spend a higher proportion of our levy. The next slide shows the current surplus in our levy pot.

While we are 8th of 33 overall in Council corporate delivery for 2020/21, based on London Councils reporting, we are joint 11th for school delivery, suggesting comparatively that school apprenticeships under-represented slightly in Lewisham.

Apprenticeship Delivery in Schools



This table shows the proportion of levy spend vs. total allocation since 2018:

- 'Levy Contributions Paid In' shows the amount incurred by the 0.5% payroll levy on the Council.
- 'Levy Payments Out' shows how much levy has been utilised via Corporate and School delivery.
- 'Levy Transfer' shows how much funding has been transferred to local businesses, something we are looking to increase. We supported more transfer apprenticeships than any other borough last year.
- The total amount shows how much levy is currently in our DfE account. Funds began to expire in 2019-20, after 24 months without use.

The expiration and return of funds to DfE is common among boroughs. Our aim remains maximising our levy spend, making sure as much of our Levy is utilised for supporting our residents and staff rather than returning these funds to Central Government.

While our levy spend has increased we do not foresee a 'full spend' scenario.

Financial Year	2018-19	2019-20	2020-21	2021-22 (Apr-Aug)
Levy Contributions Paid In	968,234	905,401	1,027,581	390,078
Levy Payments Out	-108,988	-153,058	-318,047	-198,701
Levy Transfer Out			-41,316	-24,458
Expired funds returned to DfE		-647,186	-608,872	-33,702
Total	859,246	105,157	59,347	133,216



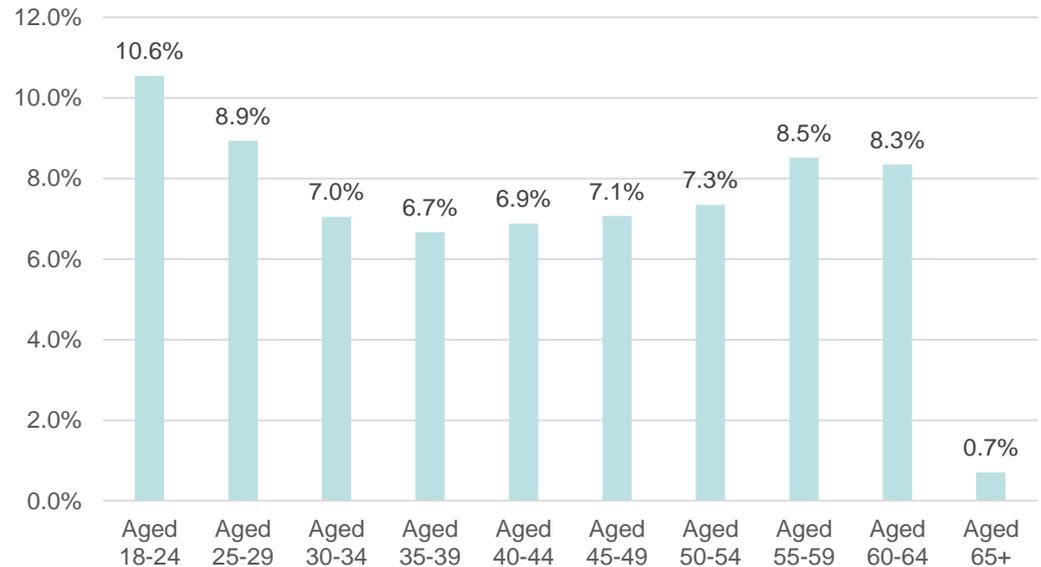
Responding to Youth Unemployment in Lewisham

Additional steps the Council is taking to support residents age 18-25

- The 18-24 unemployment claimant count in Lewisham September 2021 is 2,585, essentially doubling from February 2020's figure of 1,295 (Data: NOMIS).
 - This represents approximately 10.6% of residents aged 18-24
- The claimant count is one part of the picture. Overall 1/5 young Londoners are currently out of work (London Councils)
- Across the UK, youth unemployment is 11% as opposed the overall figure of 4.7% (Data: ONS Labour Force Survey).

- Young people's employment has been impacted more than other age groups.
- Some of these young people may have been economically inactive prior to Covid-19.
- Others will be struggling to make that first step in a fluctuating labour market that is difficult to navigate.
- Lewisham Council understands the need to address the complex barriers to work that will exist for this group.

Claimant Count as a % of the population



Responding to the challenge of Youth Unemployment in Lewisham – statistics





In partnership with
Department for Work & Pensions



Are you a Lewisham resident aged 18–25 who needs support with employment and training?

Then sign up for our Youth Hub.

We offer careers guidance, education, training and personal development opportunities. This puts you in the best possible position to take that next step.

- ▶ Reboot your job search
- ▶ Get you work-ready
- ▶ Build confidence and skills
- ▶ 1:1 support with your own personal adviser
- ▶ Access to Lewisham Council job opportunities
- ▶ Access to local employers with current vacancies
- ▶ Weekly jobs and opportunities bulletin

Search 'Lewisham Youth Hub' or scan



The central part of the 'Lewisham Young Futures' Programme which launched in July 2021

Key details:

- Specialist advisers offering tailored 1:1 support for up to 12 weeks
- Access to exclusive opportunities
- Locations across borough
- Accepting aged 18-25 referral
- We are commissioning add-on support based on identified need

Get in touch with us:

youngfutures@lewisham.gov.uk

Lewisham Young Futures - Youth Hub



- Kickstart is the Government's flagship job creation scheme for young people. It provides employers a grant to facilitate a 16-24 employment for 6 months, 25 hours per week, at National Minimum Wage.
- The Council has been supporting Kickstart in two ways- out internal offer as an employer and the way we support local SMEs to access the scheme.
 - We have supported 20 recruitments by local SMEs where funding would have otherwise been inaccessible. More than 50% have been London Living Wage and each Kickstarter receives wrap-around support commissioned by the Council. We continue to support local businesses to access the Kickstart scheme.
 - So far we have filled 17 placements for residents across the Council. We have secured funding to deliver up to 29 more placements. The roles are being developed in areas of most interest to residents, for example IT, Data, Culture & Communications.
- Kickstart is due to end in March 2022. New placements will not be considered by DWP after December 2021.

Kickstart



The Council will be launching an internal supported internship programme from September 2022:

- 12 month placements will be offered to students with EHC plans.
- Primary aim is for progression into sustainable employment
- Learning provided alongside by Lewisham College
- High level of individualised support will be provided
- The Council will initially provide 6-8 placements

The data below is provided from Baseline:

- The table below shows destination tracking for 16-18 year olds identified as SEND in the 2019/20 academic year.
- The total individual count of Lewisham resident year 12 (3,199) and year 13 (3,229) during academic year 2019/2020 was 6,428.
- The proportion of SEND young people engaged in Apprenticeships or Traineeships during this period equates to 0.1%

What does this potentially tell us?

- Educators and learner prefer non-vocational learning pathways for YP with SEND and staying in College education until aged 18.
- There are a lack of suitable apprenticeship roles for this cohort at this stage
- The pathways and guidance to young people doesn't match the potential opportunity
- Barriers to accessing vocational employment routes for this age group

Destination Type	Year 12		Year 13		Grand Total
	Aged 16	Aged 17	Aged 17	Aged 18	
Apprenticeship (Employed Status)	0	0	0	0	0
Traineeship (up to 6 months)	2	1	2	2	7
Grand total	2	1	2	2	7

SEND under 18 participation in Apprenticeships and Traineeships





End of presentation