

REPORT TO WEST AREA PEOPLE BOARD

18th September 2018

West Apprenticeships – next steps

1. Purpose

- 1.1 Review the outcomes and success of the previous West Apprenticeship Scheme and determine if the People Board wish to make a recommendation to Area Committee to further support an Apprenticeship Scheme within the West, particularly supporting young people who are NEET (Not in Employment, Education or Training) or at risk of becoming NEET.

2. Background

- 2.1 West Area Committee has supported an Apprenticeship Scheme within the West for the last 6 years. The purpose of the previous apprenticeship scheme was to support young people who were taking part in the West Work Experience Programme to move into paid employment, with the work experience provider, following an initial trial period.
- 2.2 60 apprenticeships to-date have been funded by the West Area Committee.
- 2.3 60 employers have therefore supported our young people, promotion was used to maximize take-up of the opportunity
- 2.4 Age range 16-21 for apprentices (however we were always flexible depending on circumstances) – each apprenticeship was also able to secure match-funding via the AGE grant (which has now been replaced by the apprenticeship levy).

3.0 Required outcomes for any future schemes

- 3.1 Young people who are leaving care as well as those who are NEET.
- 3.2 West young people (Barnes, Pallion, St Anne's, St Chad's, Sandhill and Silksworth)
- 3.3 Volunteers potentially moving into apprenticeships who are part of the West VCS delivered projects such as Digital Inclusion or West Clean and Green. Also working with local trader groups and businesses.
- 3.4 The apprentice must be paid at least the minimum wage.

The apprentice must:

- work with experienced staff
- learn job-specific skills
- study during their working week (for example, at a college or training organisation)
- Be given an apprenticeship agreement and commitment statement by the employer

4.0 Proposal for future West Apprenticeship Scheme

- 4.1 Options and ideas – link to West NEET project; West CLLD project if families are signposted.

- 4.2 Link to apprenticeship levy wherever possible. The levy pays for the training but if the young person hasn't done a previous apprenticeship then the training provider pays for the training (via government). Need to determine how links could be made.
- 4.3 Work experience and opportunities to become West Community Helper, linked with Digital Inclusion agenda could also be a potential pathway into a West Apprenticeship within a local VCS organisation.

5.0 Finance

- 5.1 Previously the West Area Committee has funded an apprenticeship programme utilising its SIB budget. If the People Board was to recommend the delivery of a further West Apprenticeship programme, it is recommended the allocation and approval of £20,000. This would enable up to 9 West residents (approx. cost per apprenticeship is £2,600), to gain an apprenticeship, moving them into the job market and enabling them to sustain future employment.
- 5.2 Employers with fewer than 50 people working for them are able to train 16-18 year old apprentices without making a contribution towards the costs of training and assessment. Instead, the government pays 100% of the training costs for these individuals, up to the funding band maximum. This also applies to apprentices aged 19-24 who have previously been in care or who have a Local Authority Education, Health and Care plan.
- 5.3 In the past the West Apprenticeship Programme was also supplemented with the AGE Grant, however this is no longer available, therefore only the Apprenticeship Levy would be available to contribute towards training costs for the Apprentice.

6.0 Working in Partnership and methods of Communication

- 6.1 Promote with West VCS and all West local traders and businesses.
- 6.2 Ensure the West NEET Programme utilise the opportunity and signpost as many young people as possible into work experience leading to a full time apprenticeship.
- 6.3 Promote via key partners such as Police, TWFS (especially the Princes Trust), Gentoo and the SCCG.

7. Recommendations

- 7.1 Note the contents of the report.
- 7.2 Agree options to be recommended to Area Committee in November 2018.
 - 7.2.1 Recommend an allocation £20,000 SIB funding to continue to support the apprenticeship offer to those young people and employers & VCS organisations within the West to be managed within Area Arrangements Service