

**Report of the Portfolio holder for Resources and Personnel Policy****APPRENTICESHIP STRATEGY**1. Purpose of Report

To ask Cabinet to consider and approve a new Apprentice strategy for the Council.

2. Recommendation

**The Cabinet is asked to RESOLVE that the Apprenticeship strategy be approved.**

3. Detail

A new Apprenticeship Strategy is attached as appendix 1 to this report and an action plan at appendix 2.

Since the introduction of the apprenticeship Levy, 22 apprenticeships have commenced in Broxtowe, for 20 employees comprising 13 direct recruits and 7 existing employees.

Nine apprenticeships have been successfully completed and as of May 2022, there are an additional six apprenticeships being undertaken. Two employees have gone on to start second apprenticeships after completing their first apprenticeship

Of the nine successfully completed apprenticeships all have gained permanent employment with the Council including within HR, Business Support, ICT, Parking, Accountancy and Capital Works. Many of these areas are services where there are skill shortages, so the Council has been successful in “growing its own” pipeline of skills.

Current Apprenticeships are within Legal, Accounts, (both skill shortage areas) Grounds Maintenance, Housing and the business support unit.

One of our Apprentices (HR) is now the Chair of the East Midlands Apprenticeship Ambassador Network.

One of our Apprentices (Capital Works) was a finalist in the D2N2 Public Service Sector Apprentice of the Year Awards (Higher Category – Level 4)

Since May 2021, the Council has spent £27,209 on Apprenticeship courses via the Levy with £23,951 estimated spending over the next 12 months at the current rate

As of May 2021 there is £89,697 available from the Levy. The Learning and Development team have managed to half the monthly levy underspend from £3,500 to £1,800. The levy does not pay for the substantive post of an apprenticeship – only the training element of the role.

The Council has received COVID-19 incentive payments for three Apprenticeships

4. Financial Implications

There are no financial implications for the Council at this stage in approving the new Apprenticeship Strategy. The current cost of apprenticeship courses (net of the contributions from the Apprenticeship Levy) are contained within approved budgets. Members will note the current value of the available Levy and the estimated planned spending over the next 12 months.

5. Legal Implications

There is a statutory requirement to ensure that the apprenticeship levy scheme is operated within the rules and regulations as set out by the Education, skills and funding agency' (ESFA).

6. Union Comments

The strategy has been considered at LJCC where unions are represented and any comments taken on board.

7. Equality Impact Assessment

An equality impact assessment is included as appendix 3 to this report.

8. Background Papers

None