

Public sector apprenticeship targets

Supporting information for City of York Council

City of York Council has been recruiting apprentices since 2011 in a variety of service areas, and continues to actively support apprenticeships, both within the organisation, local maintained schools, and the wider business community. CYC has used much of the first year of the apprenticeship reforms to navigate the changes and gauge the resource and policy implications; these have been reviewed throughout the year in order to inform future CYC Apprenticeship strategy. We have also ensured standards are being met under the new regulations and compliance is followed, whilst also ensuring that current apprentices employed by CYC are not affected negatively by resources being exhausted on increasing numbers.

Actions and achievements:

- Switched many of our apprenticeships to new standards, including: business administrator, project management, accounting, cyber security, and infrastructure services. We have also continued to offer a range of frameworks including creative and digital media, construction, vehicle maintenance, and civil engineering.
- Appropriate governance arrangements in place to ensure compliance with levy spend.
- Seen a take up from a third of our maintained schools, who are now using apprenticeship training for both new and existing staff.
- Recently (summer 2018) accessed consultancy support provided by the LGA and are using this work to help shape a strategy for the future.
- New apprentices securing employment with the Council after completion increased from 48% in 2016/17 to 67% in 2017/18. So far in 2018 90% of our apprentices have secured employment with the Council after completion.

Regular activity includes:

- Continued promotion of apprenticeships internally, along with increased guidance around apprenticeships and the use of apprenticeship training to support existing staff.
- Regular engagement with the apprenticeship reforms and developments nationally and locally, both with the Education and Skills Funding Agency and the Local Government Association.
- Regular participation in city-wide apprenticeship events, some of which the council-led York Apprenticeship Hub have coordinated.

- Continued to promote apprenticeships to the wider business community through the outward facing brokerage services of York Apprenticeship Hub and our ESFA funded training service York Learning.

Challenges in meeting the target:

- The funding regulations require positions to be 30 hours or more per week, within CYC 50% of the workforce is employed below 30 hours per week (22% of which work less than 16 hours per week).
- Some standards that the organisation would like to use are not ready for delivery or are not delivered regionally (e.g. Children and Young People's & Families Practitioner, School Business Professional, Social Worker, Teacher).
- Some apprenticeship vacancies that were advertised were not appointed to due to lack of suitable candidates.

CYC will continue to:

- Increase number of new entrants, including looking at converting hard to fill roles into apprenticeships where appropriate.
- Convert some existing employee development into apprenticeships for existing staff.
- Proactively target service areas, schools and specific roles that do not have apprenticeships, thereby widening our apprenticeship offer.
- Develop a cohort approach which will enable us to manage apprenticeship applications and consolidate support available to apprentices and managers more effectively
- Have due regard for the target and continue to work towards achieving this. We will continue to work with the LGA and ESFA to overcome some of the challenges we are experiencing.