

Increasing Apprenticeships in Schools

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Background

- Government's apprenticeship policy – to create 3 million new starts between 2015 and 2020.
 - Introduced the Apprenticeship Levy - 0.5% of payroll for all employers with a pay bill of over £3m
 - Introduced public sector targets of 23 starts for every 1,000 employees (2.3% of headcount) for all PS organisations with 250+ staff
 - Levy estimated c.£207m p.a. for councils in England
 - Targets equate to around 31,500 new apprentice starts p.a. across all councils in England (we employed c.6,000 in 2016)
 - Potential additional costs of £400m p.a. in salary, administration, procurement
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Scale of the Challenge

- For the purposes of both the Levy and Target, LAs are deemed to be the employer for maintained schools.
- Maintained schools account for around 40% of the local government payroll/workforce (varies by region)
- This means that **maintained schools contribute roughly 12,000 apprenticeship starts** to the 29,500 public sector target each year for these councils



Problems and Barriers

- Communication issues leading to perception that the apprenticeship levy is something LAs are doing to schools rather than being a national policy
 - Lack of available teaching and learning standards
 - New territory for schools – many have not delivered apprenticeships to their own workforce before
 - View that apprenticeships are low quality training and inferior to HE routes
 - Lack of resources and shrinking budgets, plus LA pay policies
 - A target that doesn't reflect capacity – lots of small primaries included
 - 20% Off the Job Training
 - Many other pathways into teaching that are viewed as more cost effective for schools
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What progress has been made so far?

- An analysis of the 93 councils that responded to the LGA's latest data collection survey shows:
 - On average, LAs were meeting 57% of their 'share' of the target, but maintained schools were meeting just 17% percent of their 'share';
 - There are at least 8,100 confirmed starts across the sector so far, but just 1,600 (20%) of these are in schools;
 - Four top or single tier LAs had met or exceeded their 2.3% this year, but in only one case did an LA's maintained schools also meet their 'share' of the target (Rochdale).
 - Top performers on schools starts around the country (based on raw numbers) include Hertfordshire, Kent, Lancashire, Sandwell, Staffordshire, Rochdale, Bradford, Stockport, Wandsworth, East Sussex, Walsall and Liverpool.
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Good Practice

Some LAs are working well with their schools to help them recruit apprenticeships.

- **Rochdale**

- Completed apprenticeship action plans with all 40 of its maintained schools
- Used its role as a broker to secure training provision for Teaching Assistants that includes modules of SEND Training – highlighted as a key skills gap for schools in the borough
- Comms plan that includes regular attendance at Heads/Governors/Finance/Admin and Business Manager meetings
- Apprenticeship team based in Schools Service

- **Kent**

- Most schools starts of any council so far
 - Have tried new approach with primary schools getting them to take on teaching assistant apprentices who specialize in PE
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Good Practice

- **Hampshire**

- Schools Apprenticeships Programme Board in place
- Ran a programme of school roadshows to generate interest (15 events)
- Presented at Head Teacher Forums
- Seconded a member of staff from Education Service to work p/t in Apprenticeship team to liaise with schools.

- **Liverpool**

- Gave schools access to whole Levy pot
 - Focused more heavily on schools workforce due to council restructure
 - Agreed with Schools Improvement Liverpool (who provide HR support and guidance to local schools) to hire an Apprenticeship Coordinator for schools
 - The coordinator has access to DAS, shares comms with schools, collates requests and signposts schools to contracted providers on the LAs procurement framework.
 - Have invited relevant training providers to schools forum events
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What are other councils doing?

- **Walsall**

- Provided free service to schools
- Schools receive a face-to-face visit from Apprenticeship Lead
- Each school has an allocated amount from the Levy
- Included a schools rep on their Corporate Apprenticeship Working Group

- **Wandsworth**

- Has in-house training provider Wandsworth Lifelong Learning, which provides bulk of training
 - Use other providers when more specialist training required
 - Head of Service gave large number of presentations to schools across borough
 - Provider visits have been key in turning initial interest into an apprenticeship start
 - Schools have shown significant interest in Supported Teaching and Learning and the ILM Management standards
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Available Standards

- A range of apprenticeships relevant to schools are either already available or currently under development, led by groups of schools.

Approved for Delivery:

- Post-Graduate Teaching (L6)
- Customer Service Practitioner (L2)
- Business Administration (L3)
- School Business Professional (L4)
- Chartered Management (SMDA) (L6)
- Senior Chef Production Cooking (L3)
- Facilities Management Supervisor (L3)
- Infrastructure Technician (L3)
- Digital and Technology solutions professional (L6)
- Assistant Accountant (L3)
- Laboratory Technician (L3)
- Nursing Associate (L5)

In Development:

- Teaching Assistant (L3)
- Cleaning & Support Services Operative (L2)
- Senior/Head of Facilities Management (L6)
- Small Business Financial Administrator (L3)
- Payroll Administrator (L3)
- Early Years Educator (L3)
- Early years senior practitioner (L5)
- Early Years Lead Practitioner (degree) (L6)

More information is available on the [apprenticeship standards page](#) of the IfA website

Checklist - Councils

- Identify how you are going to resource your schools engagement – LAs that perform better on schools have dedicated staff to engage with schools even if only p/t
 - Approach them via the Head and School Business Manager
 - Utilise the council School Improvement, School HR and Governor Support teams.
 - Obtain a regular slot on their meeting agendas
 - Ensure staff advising them are experts on the Levy and Apprenticeships in general. Be prepared to guide schools through whole process.
 - Use the Governing Body
 - Address the 20% OTJ requirements early
 - Inform them of programmes available that are suited to schools
 - Listen to requests for training and see if a bespoke programme can be developed.
 - Provider visits can help
 - Build a 'virtual' network and maintain email contact with updates.
 - Prompt recruitment campaigns from Easter
 - Ensure each school is aware of their 'budget' – though opening up the access to the whole Levy pot for schools can work too
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Checklist - Schools

- Find out who your LA's Apprenticeship Manager is ASAP
 - Identify how much of the Levy pot is available to your school and what (if any) contribution you are expected to make to the public sector target
 - Know how much money you may lose if you don't use your share of the Levy – Funds expire after 24 months
 - Are other schools in your area already using apprenticeships, and if so what can you learn from them?
 - What skills do your employees need now and in the future, and can apprenticeships help with this?
 - How do the roles in your school fit with the apprenticeships currently available?
 - Ensure apprenticeships have a regular spot on the agenda at Head Teacher and Business Admin networks as well as Governors' meetings
 - Flag up with your LA in good time if you have preferred providers you work with so that all options can be explored to get them onto the LAs procurement process
 - Don't agree any apprenticeship training with a provider without talking to your LA first
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Where can you find out more?

Schools should visit the Amazing Apprenticeships website run by the ESFA for more info on apprenticeships. There is a specific page on apprenticeships in the school workforce here:

<https://resources.amazingapprenticeships.com/school-apprenticeships/>

The LGA's Apprenticeships Page can be found here:

<https://www.local.gov.uk/apprenticeship-support-programme>
