



Apprenticeships

Steve Carr

Interim Assistant Director of Economic Development

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Apprenticeships: Context

- **Government Target:** 3 million apprentices by 2020 – all public bodies to contribute.
- **Employer-led approach:** But levy can only be used for training not staff costs. Huge demand for every apprenticeship place offered, but too few available and quality of training is a concern.
- **April 2017:** new Apprenticeships Levy, 0.5% of the pay bill for employers with pay bill £3m+.
- **April 2019:** 25% of levy can go to the supply chain (was 10%). Any age – not necessarily for young people or as entry into employment.
- **Apprenticeship numbers:** Should be 2.3% of staff headcount. 2009-2016 London boroughs created 5,000 apprentices. Now boroughs must provide 4,674 *a year* (577% increase).
- **Haringey, Borough Plan target:** 200 apprenticeships for residents including those brokered by the Council, those working for Haringey and contractors/suppliers. Haringey as a direct employer/schools - target this year is 130 apprenticeships.

2019 Apprenticeship Open Day

Haringey LONDON

1 March 2019
12pm - 4.30pm
Contact: George Meehan
294 High Rd, Wood
London N22 8YX



Work with a TFL Apprenticeship

Always looking for the best and brightest people to join their team and help London move 24 hours a day, 365 days a year. Are you up for the challenge?

Looking for apprenticeships in the following areas:

Engineering
Construction
Planning
Surveying
Management
and more. Opportunities available for all ages.

Partnership with:
Transport for London

Salaries start at **£19,268** and benefits include free TfL travel in zones 1-6 and 29 days annual leave.

Join us on **1 March** and get hints and tips that will help make your application stand out from the crowd.

REGISTER FOR YOUR FREE PLACE NOW

Register at: tflwg.eventbrite.co.uk to guarantee your place on a workshop. Priority will be given to Haringey residents.

For more information email Hest@haringey.gov.uk or call Tracey Fergus on **020 8489 3228**



Apprenticeship Partnerships

- **Apprenticeship Coordinator in Haringey Works (formerly known as HEST) + Progression Team in Children's Services** promote apprenticeships to residents. Brokerage of apprenticeship opportunities with Major Employers eg: TfL, Fashion Enterprise and the Met Police. Partners: Homes for Haringey has 30 apprentices in its maintenance team and 2 in Chief Execs. Ada College has 100 apprentices.
- **Embedding Apprenticeship requirements in Council procurement.** The London Construction Partnership Framework requires 1 apprentice for every £1m of contract value. We are strengthening this to ensure these are Haringey residents, validated by the Haringey Works/HEST construction & apprenticeship officers.
- **Apprenticeship Requirement in Planning.** The Council's Supplementary Planning Document requires all developers with s106 obligations to achieve a minimum of 1 new apprenticeship for every £3m contract value. Haringey Construction Partnership has been created to support local labour in construction – at all skill levels and attracting BAME and women into opportunities.

Haringey in the London Context

- **London boroughs:** 2,722 apprenticeships 2018-19 financial year. Cumulative since 2009 16,252.
- **5.8% increase** in the total number of apprenticeships generated by London boroughs in 2018-19 compared to last year - direct recruitment rose 35.5% increase on the year before.
- **41.5% increase in the number of apprenticeships in London schools** - but a 30% decline in the number of apprentices recruited via the supply chain.
- **Shift to higher level apprenticeships by London boroughs** - at level 4+ and away from basic skills level 2. The proportion of apprentices over the age of 25 has significantly increased.
- **Haringey's 2018-19 London Councils 'target'** was 133 apprentices, delivery was 35 including schools (26 direct). Only City of London and Kensington & Chelsea exceeded targets last year.

2018-19 Local Authority Direct Recruitment

Haringey 26

Islington 89

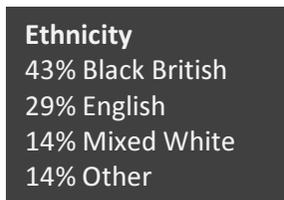
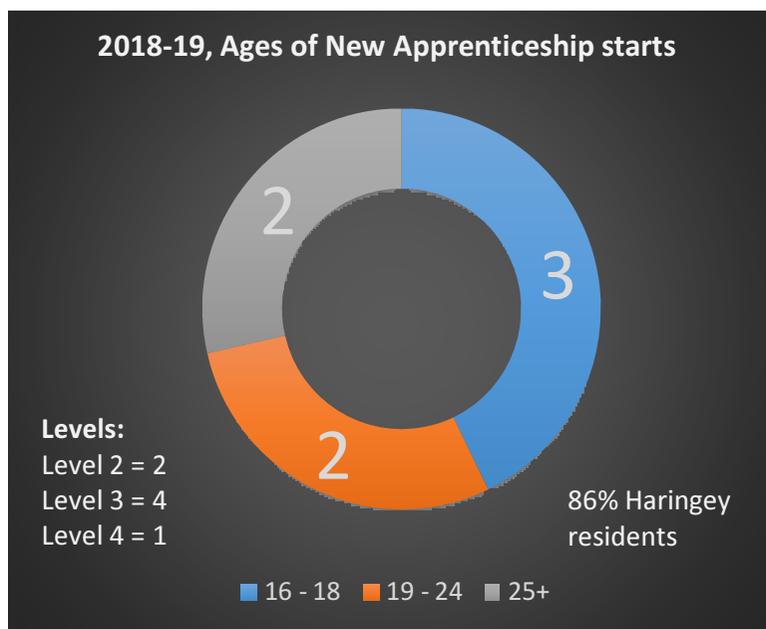
Hackney 99

Camden 65

Only 2 boroughs exceeded targets

Haringey Council's Apprenticeships

- Haringey's contributes c£700k a year to the levy (45% from schools). The levy pot is currently £1.6m with a committed spend of £318k against it. Unspent funds expire after 24 months unless actually spent or transferred.
- 2.3% headcount target means 50 apprenticeship starts this year for Haringey and 80 for schools.



Current Position

- 2018-19: Total of 26 apprenticeship starts: 19 existing staff and 7 new recruits.

New Recruits: Procurement, Revenue & Benefits, HR, Libraries, Parks.

Two new apprenticeships in procurement will be commencing in June.

Housing, Economic Regeneration and Adults are looking at carving out apprenticeship roles in imminent restructures.

**2019/20 Target: 50 Council, 80 schools.
Total 130 apprentices**

Apprenticeships: Future Actions

- **Haringey HR strategy:** A full review of delivery options is underway to conclude as part of the Economic Development Strategy to be published in the autumn of 2019. In future we propose to embed apprenticeships into all restructures and major recruitment drives. However, apprenticeships are not available in some skills in the authority eg: accountancy and finance. A central apprenticeship team is required to support apprentices, arrange corporate placements in different teams, secure external training and give pastoral care, especially important for young people going into their first jobs. We can also learn from successful authorities. For example, Tower Hamlets has created career grade apprenticeships and Southwark has created a degree level apprenticeship. We also need to find good training providers able to create quality courses. We are working with Central London Forward to lobby the FE sector and Mayor of London to be more proactive on quality, potentially with a London-wide 'London Boroughs' apprenticeship scheme.
- **Broker relationship with a partner Apprenticeship Provider:** Discussions with Tottenham Foundation and CONEL are being explored using our supply chain levy to 'lever-in' apprenticeship capacity to support our existing activity as an authority.
- **Schools:** We will step-up our promotion of apprenticeships with schools and HEP. The loss of the IAG/careers function in local authorities and the advent of academies makes the local authority progression role with schools much more challenging. Some schools are providing only basic information on apprenticeships and need support to make sure they are realistic for their students. Some schools may not be promoting apprenticeships at all as part of their new careers obligations, prioritising academic and other progression.