

Apprenticeships

Using the Apprenticeship Levy for staff development

Apprenticeship Levy

- Started April 2017
- Council pays approx. £57,000 a month – Government adds 10%
 - Credited into an online Apprenticeship Service account
 - This can only be used to pay for apprenticeship training and final assessments

Public Sector Apprenticeship Target

- Public Sector challenged to be exemplar employers
- At least 2.3% of employees to start an apprenticeship annually
- Council target - 142 apprenticeship 'starts' each year until March 2021 (includes LA schools)
 - 29 in 2017-18
 - will be around 60 for 2018-19
- Cumulative target – need 479 'starts' by March 2021

What is an Apprenticeship?

- Work-based learning to meet employer needs
- Open to anyone of any age
- Equivalent levels to GCSE to Master's Degree
- Delivered by approved training providers
- Don't always lead to a qualification / registration

Types of Apprenticeships

New starter

- Newly recruited employees starting an apprenticeship
- Historically recruited to Level 2 apprenticeships eg Business Admin/Teaching Assistant
- Can recruit this way onto any ‘Level’ of apprenticeship

Development

- Developing existing employees to meet current and future service needs

Levels of Apprenticeships

Name	Level	Equivalent Educational Level
Intermediate	2	GCSE
Advanced	3	A Level
Higher	4, 5, 6 and 7	Foundation Degree or above
Degree	6 and 7	Bachelor's or Master's Degree

Benefits to Schools

Strategic Workforce Development

- Enables proactive succession planning
- Improves performance
 - Developing skills, knowledge and behaviours
- Employee retention / engagement

Cost effective way for a school to develop a motivated, skilled and qualified workforce

As a manager what do I need to do?

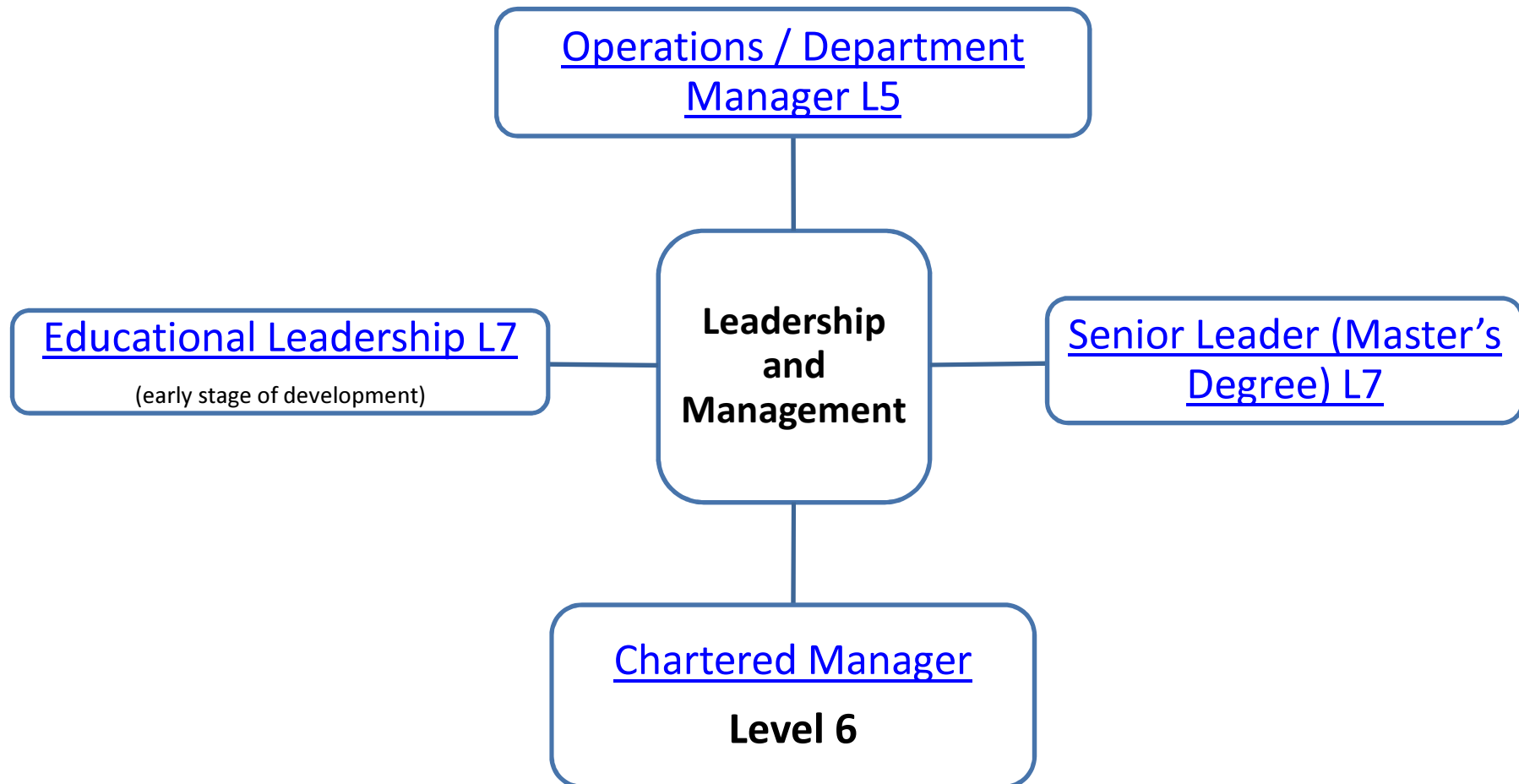
- Discuss apprenticeships and how they can benefit your school
- Consider
 - Requirement for 20% 'off the job training' - this may limit cohort numbers
 - many apprenticeships are 'in the workplace' learning
- Contact apprenticeships@rotherham.gov.uk for more information

What apprenticeships would be suitable for Rotherham Maintained Schools?

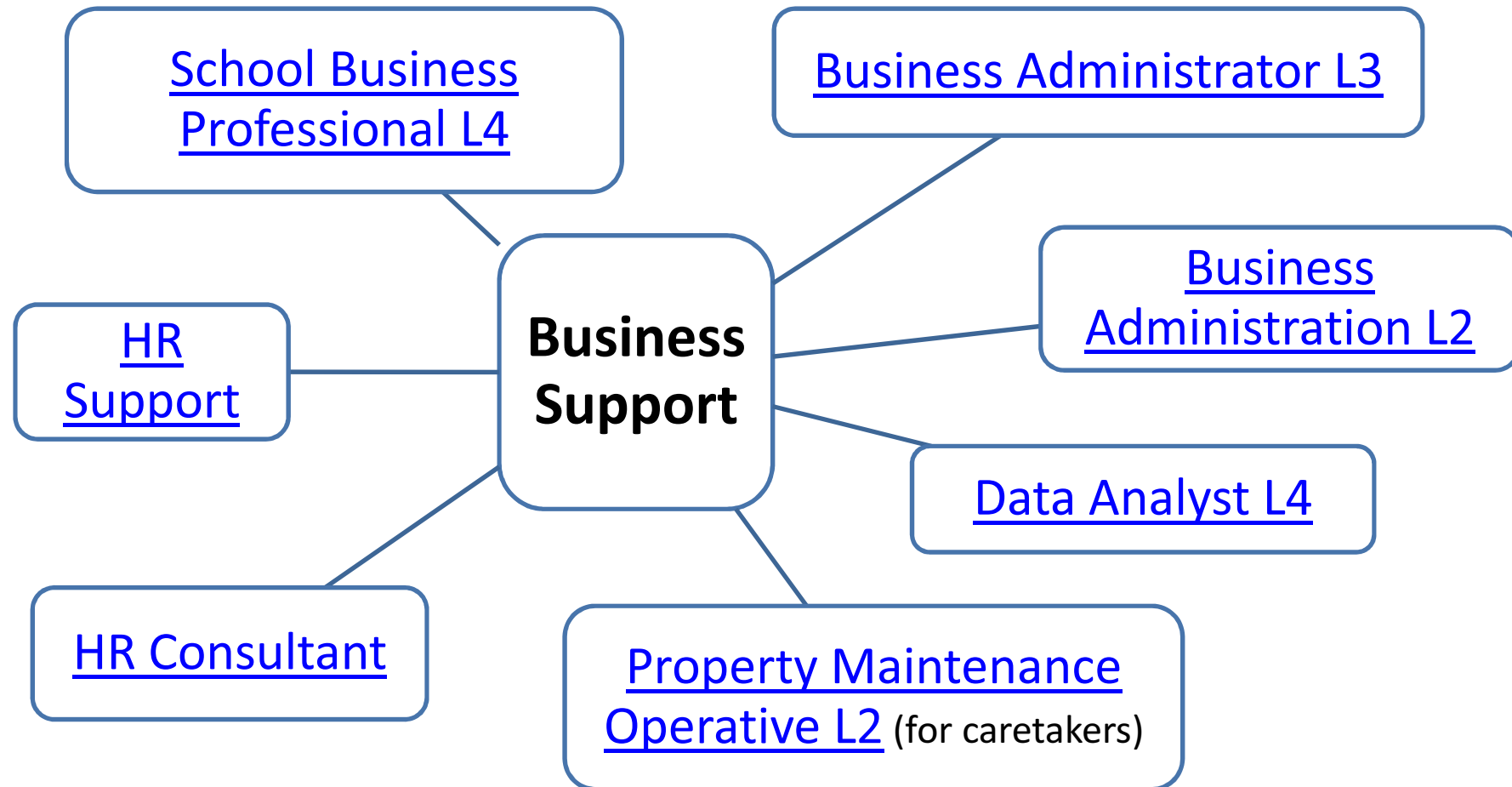
The following slides show some of the apprenticeship options that could be suitable for you and your colleagues.

The blue hyperlinks take you to further information on each apprenticeship

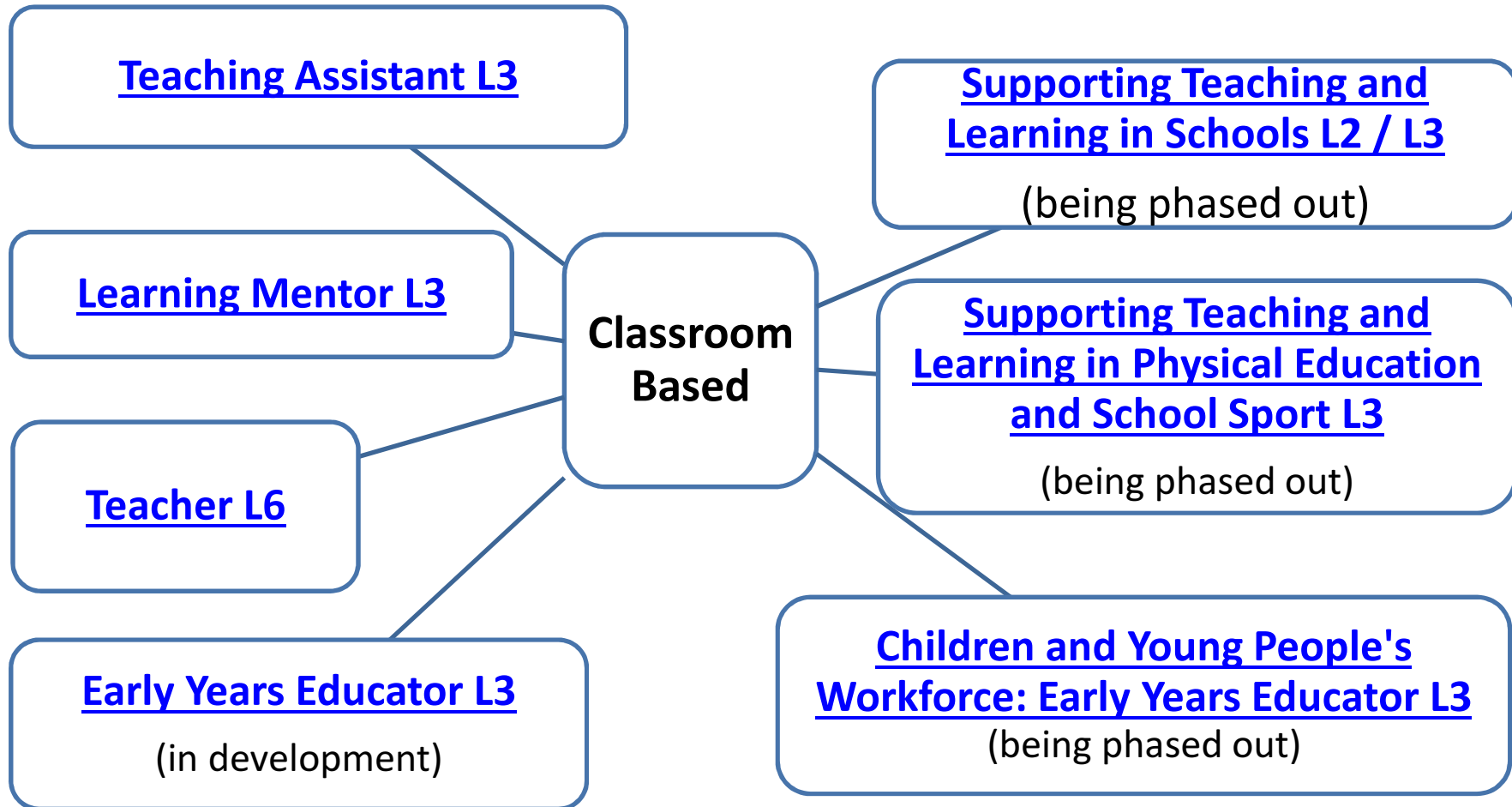
Leadership and Management Apprenticeships



Business / Support Apprenticeships



Classroom Based Apprenticeships



Application Process

Find

- Search for apprenticeships at
- <https://www.instituteforapprenticeships.org/apprenticeship-standards>

Email

- Request information / application form from
- apprenticeships@rotherham.gov.uk

Request

- Return completed form to
- apprenticeships@rotherham.gov.uk

As a manager what do I need to do?

- **Identify which apprenticeships match your service needs**
 - New apprenticeships standards added regularly – search for newly approved ones at <https://www.instituteforapprenticeships.org/apprenticeship-standards/>
- **Email apprenticeships@rotherham.gov.uk**
 - What apprenticeships you are interested in?
 - How many employees do you want to do this training?
 - When do you want these to start?
- Human Resources and Procurement services will find a training provider for you – you must **not*** do this
 - * Do **not** agree to apprenticeships if training providers contact you directly

Further Information

apprenticeships@rotherham.gov.uk

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