

**Local Government Association**  
**NEWSLETTER**  
**Date: November (II) 2023**

**Reminder:** If you've not yet joined us on the KHUB you can sign up to our apprenticeships group [here](#).

**Got an urgent question on apprenticeships? Email us on our 24/7 query line on [info@spark.org.uk](mailto:info@spark.org.uk)**

Hi everyone,

Welcome to the latest LGA Apprenticeships Newsletter. This time around we're launching our annual survey, there's some updates on the dates and times for our pathway webinar sessions – **including the postponement of tomorrow's session** - some policy and news updates and a call out for help on the Apprentice of the Year event. Read on...

### **LGA 2023-24 Annual Apprenticeships Survey**

We are pleased to launch our annual apprenticeships survey for the sector. Now in its sixth year, the survey is an important tool for us to collect key information about the performance of the sector on apprenticeships, as well as to identify challenges, successes and capture the sector's views on potential future policy changes.

As we did last year, we will again be providing every council that participates with their own individual report covering key benchmarking data and a Maturity Model assessment to help you track your progress on apprenticeships and help with identifying future focuses and areas for improvement.

Last year 172 councils took part – a new record turnout – and we are hoping that councils will once again take part in big numbers, which helps us ensure that the survey data is robust and gives us a great baseline to work from in discussions with government about improvements we want to see to the system.

This year we are conducting the survey on MS Forms, so hopefully there won't be any issues with accessing it. This year respondents can edit their responses and also save them, so you should be able to complete some of the survey and come back to it later if you are waiting on information to provide answers.

There are two versions of the survey this year – one for upper and single tier councils (Counties, London Boroughs, Mets and Unitaries) and one for District Councils. **Please ensure you complete the correct one! (and if you're not sure – please feel free to ask me!)**

Both surveys contain the same key questions, but the one for Districts omits all the questions relating to maintained schools, as they are not responsible them. You can find the links below:

Upper & Single Tier – <https://forms.office.com/e/f6XZmvz7Qr>

Districts - <https://forms.office.com/e/zHCnUrBsKs>

The survey is open from today and **will close at 5pm on Wednesday 10 January 2024**. I will hold a webinar in early March covering the national results, and individual reports will be issued to all participating councils by 31 March 2024.

If you completed the survey last year and would like us to send you a copy of your answers to assist with responding this year, please do contact me directly on [jamie.saddler@local.gov.uk](mailto:jamie.saddler@local.gov.uk)

**Apprenticeship Pathway Sessions (This Year's Webinar Programme) – Tomorrow's Session is Postponed; New Session Added in Feb**

**Hopefully if you were planning to attend today you have seen the email the Rebecca Rhodes sent out this morning, but if not, due to unforeseen circumstances we have unfortunately been forced to postpone the pathway webinar on Measuring the Impact of your Apprenticeship Programme due to take place today, Wednesday 29 November at 1.30pm.** We will confirm a new date in the next 48 hours, but it is likely to be Wednesday 13 December at the same time. Everyone who has signed up already will have their registration automatically transferred to the new session, but if you want to sign up for the new date, look out for an email from me before the end of Thursday with a new registration link. We apologise for the late cancellation and any inconvenience this causes.

We are, however, pleased to announce we have added an additional session to our series of pathway events after Christmas. This will focus on apprenticeships in legal services and will take place on 14 February 2023 1.30pm – 3.30pm.

As usual, all webinars will be recorded and the recordings and slides from each session will usually be available the day after the session takes place. If you missed our previous two webinars, the slide packs are attached to this email, and you can listen back to them by following the links in the table below or on the final page of the slides.

Session	Date	Topic	Listen Back to the Recording
Securing and improving manager buy-in	Wednesday 15th November 1.30 – 3.30 COMPLETE	This session will explore how to secure active support and engagement from managers to embedding apprenticeships in their department or team. We will hear from Councils who have made progress in generating engagement for their key apprenticeships	<a href="https://attendee.gototraining.com/r/3057178222234518784">https://attendee.gototraining.com/r/3057178222234518784</a>
Develop an 'Apprenticeships First' Approach	Wednesday 22nd November 1.30 – 3.30 COMPLETE	This session explores the process of embedding an 'Apprenticeships First' approach for key roles as part of an agreed recruitment plan. We will hear about typical steps and challenges from Councils who have implemented this approach.	<a href="https://attendee.gototraining.com/r/1445693298635542272">https://attendee.gototraining.com/r/1445693298635542272</a>
Session	Date	Topic	Sign Up Link
Putting in place an effective mentoring programme for apprentices	Thursday 7th December 1.30 – 3.30	This session will explore the different models for apprenticeship mentoring. Available We will hear about the different models being used by Councils and these were implemented	<a href="https://attendee.gototraining.com/r/7397571841136362240">https://attendee.gototraining.com/r/7397571841136362240</a>

<b>Measuring apprenticeship impact on business objectives</b>	Wednesday 13 <sup>th</sup> December 1.30 – 3.30	This session explores how to measure the impact of apprenticeships on Council aims and objectives. We will hear from Councils who have implemented specific performance indicators about how this can be integrated into day to day monitoring and governance	<a href="https://attendee.gototraining.com/r/282952055681305344">https://attendee.gototraining.com/r/282952055681305344</a>
<b>Session</b>	<b>Date</b>	<b>Topic</b>	<b>Sign Up Link</b>
<b>Spotlight on: Environmental Health</b>	Wednesday 7 <sup>th</sup> February 1.30 - 3.30	This spotlight session provides a more in-depth review of apprenticeships for this occupation, hearing about challenges and successful practices from Councils who have implemented this apprenticeship as part of their programme.	<a href="https://attendee.gototraining.com/r/7652280306780561664">https://attendee.gototraining.com/r/7652280306780561664</a>
<b>Spotlight on: Legal Services</b>	Wednesday 14 <sup>th</sup> February 1.30 – 3.30	This spotlight session provides a more in-depth review of apprenticeships for this occupation, hearing about challenges and successful practices from Councils who have implemented this apprenticeship as part of their programme.	<a href="https://attendee.gototraining.com/r/7807764445738240772">https://attendee.gototraining.com/r/7807764445738240772</a>
<b>Spotlight on: Civil Engineering</b>	Wednesday 28 <sup>th</sup> February 1.30 – 3.30	This spotlight session provides a more in-depth review of apprenticeships for this occupation, hearing about challenges and successful practices from Councils who have implemented this apprenticeship as part of their programme.	<a href="https://attendee.gototraining.com/r/3958378634290421248">https://attendee.gototraining.com/r/3958378634290421248</a>
<b>Spotlight on: Accountancy and Finance</b>	Thursday 7 <sup>th</sup> March 1.30 - 3.30	This spotlight session provides a more in-depth review of apprenticeships for this occupational area, hearing about challenges and successful practices from Councils who have implemented apprenticeship here as part of their programme.	<a href="https://attendee.gototraining.com/r/6618200615973621248">https://attendee.gototraining.com/r/6618200615973621248</a>
<b>Spotlight on: Building Control</b>	Wednesday 13 <sup>th</sup> March 1.30 - 3.30	This spotlight session provides a more in-depth review of apprenticeships for this occupation, hearing about challenges and successful practices from Councils who have implemented this apprenticeship as part of their programme.	<a href="https://attendee.gototraining.com/r/645688638266521344">https://attendee.gototraining.com/r/645688638266521344</a>
<b>Spotlight on: Digital and ICT</b>	Wednesday 20 <sup>th</sup> March 1.30 - 3.30	This spotlight session provides a more in-depth review of apprenticeships for these occupations, hearing about challenges and successful practices from Councils who have implemented these apprenticeships as part of their programme.	<a href="https://attendee.gototraining.com/r/5835026180090261248">https://attendee.gototraining.com/r/5835026180090261248</a>

## Autumn Statement Apprenticeship Announcements

Last week the Chancellor of the Exchequer made two important announcements relating to apprenticeships:

- The government is committing a further £50 million for a 2-year pilot to explore ways to stimulate training in growth sectors and address barriers to entry in high-value apprenticeships
- The government announced that, as well as the National Living Wage (NLW) increasing by 9.8% to £11.44 an hour for eligible workers across the UK aged 21 and over from 1 April 2024, the Apprentice Rate would also rise by 21%, from £5.28 per hour to £6.40 per hour, also effective 1 April 2024

We look forward to speaking to government about how local authorities may be able to access the £50m pilot fund. The LGA also welcomes the increase in the National Living Wage (NLW) and the Apprentice Rate, but we are clear that local authorities need to be sufficiently funded to meet the additional costs without cutting jobs or services.

More broadly, we believe the government has missed an opportunity to explore the more fundamental changes to the apprenticeships system that are needed to make it really work for employers. We had another opportunity to highlight some of the changes we want to see, including greater flexibilities on what levy funds can be spent on, in a recent submission to the Department for Education as part of their stakeholder engagement around the apprenticeship funding rules for 2024-25. We will continue to find additional opportunities to highlight our calls for reform on apprenticeships with government ministers over the coming months.

#### **Pooled PAYE Sessions – Slide Pack and Notes from Meetings with Councils in November**

As promised, we can now share the slide pack and the notes we took from the two sessions we held for councils to discuss the Pooled PAYE changes announced by the government on 31 October. Both documents are attached to this email and have also been uploaded to the library section of the KHUB.

#### **LGA Apprenticeships Mapping Tool**

Just as a reminder, if you've not seen it, we updated our apprenticeships mapping tool in November, available on the KHUB. This is the first major update to the tool in around a year, bringing it fully up to date with the latest approved standards. There's a mapping tool newsletter available highlighting some of the changes and key things to look out for. Further updates to the tool will take place on or around the 1<sup>st</sup> of each month from December through to April.

You can find the latest version of the mapping tool and the associated documents here on the KHUB:

<https://shorturl.at/xACY8>

#### **Local Government Apprentice of the Year: Volunteering as a Development Lead**

Our countdown to the launch of the 2024 Apprentice of the Year event continues with our latest case study. Hear from Joe Siggins (Norwich City Council) about his experience as a Development Lead at the 2023 event, supporting the apprentices on the day and boosting his own personal development - <https://www.local.gov.uk/our-support/workforce-and-hr-support/early-careers-local-government/apprenticeship-support-1>

**We need you! Become a Development Lead or join our Comms Panel for the Local Government Apprentice of the Year 2024 Event**

If that case study has whetted your appetite, join our 2024 team! We are calling for expressions of interest to support the **Local Government Apprentice of the Year event on 21 May 2024 (plus awards ceremony approx. 1 hour on 22 May 2024)** which is being jointly run as a national event. We are looking for volunteer 'Development Leads' to come and help support our apprentices, taking on a mentoring role, to help facilitate the day, while also assessing participants as they work through a series of scenarios in groups.

Can you help us? Do you have volunteers willing to be a Development lead, OR Communications professionals willing to be on our Comms Panel?

#### Development Leads

Please **see attached document** which details everything you need to know about being a Development Lead, and how to express an interest in supporting this event. While we'll welcome volunteers from any part of the country, this year, we are particularly keen to get more involvement from the midlands and northern regions as well as from underrepresented groups. If that sounds like you, please do get in touch on [es@eelga.gov.uk](mailto:es@eelga.gov.uk) for further information. We look forward to hearing from you by **Friday 22 December 2023**.

#### Involving your Comms colleagues

In addition to development leads, we are also looking for support from Communications colleagues. One of the activities is around a Communications Strategy so we are also looking to bring together a judging panel from your Communications colleagues – please can you speak to them and ask anyone interested in being involved in the Comms judging panel. **See attached info to share with any Comms professionals you think would be interested.**

#### Not sure what the Local Government Apprentice of the Year event is about?

Full information about the 2023 event [take a look at the website](#) - we will be publishing further details about the 2024 event when we launch the registration process during National Apprenticeship Week (w/c 5 February 2024), but for now you can 'register our interest' which adds you to a mailing list to be the first to know when bookings are opening to register apprentices to take part. <https://www.local.gov.uk/our-support/workforce-and-hr-support/early-careers-local-government/AOTY>

We hope many of you will be interested in joining us again to support the apprenticeship talent we have in local government, and sending along an apprentice or more, to represent your council. Last year we had over 130 apprentices take part and in 2024 we have capacity for even more than that, so please do get thinking about any apprentices you may wish to send along, and we will be back in touch to confirm when bookings open.

If you have any questions, please do not hesitate to get in touch with either myself ([Jamie.saddler@local.gov.uk](mailto:Jamie.saddler@local.gov.uk)), Emma Grant ([emma.grant@eelga.gov.uk](mailto:emma.grant@eelga.gov.uk)) or Fay Edwards ([fay.edwards@swcouncils.gov.uk](mailto:fay.edwards@swcouncils.gov.uk)).

#### **Level 4 (and potentially Level 5) Apprenticeship for Specialist Teaching Assistants Survey**

Just a reminder about this item that was circulated in the last newsletter. As you may be aware a Trailblazer Group has been meeting regularly over the last year or so to develop a Level 4 Apprenticeship for Specialist Teaching Assistants. Level 4 refers to the occupation level and associated training rather than levels that are associated with job descriptions or salaries.

The group is now very pleased to invite you to take part in a very short employer survey. The link can be found at <https://forms.office.com/e/TWkQRu7QaH>

It will be very helpful to the group if you could complete the survey as soon as possible and by 5pm on Friday 1<sup>st</sup> December. Please do also feel free to share this survey with any interested colleagues who may also value making a contribution to the survey.

If you have any questions please do feel free to contact one of the co-chairs of the group, either Diane Swift ([d.swift@knste-shaw.org.uk](mailto:d.swift@knste-shaw.org.uk)) or Andy Ogden ([andy.ogden@tarkatrust.org.uk](mailto:andy.ogden@tarkatrust.org.uk)).

### **Apprenticeships In the News**

- **Apprenticeship levy turns into Treasury ‘cash cow’**  
29 September 2023, FE Week  
<https://feweek.co.uk/apprenticeship-levy-cash-cow/>
- **Euan Blair’s apprenticeship firm Multiverse reports near-tripling of losses**  
28 November 2023, The Guardian  
<https://www.theguardian.com/politics/2023/nov/28/euan-blair-apprenticeship-firm-multiverse-reports-near-tripling-of-losses>
- **Halfon opposes levy changes – despite chancellor’s openness for reforms**  
25 November 2023, FE Week  
<https://feweek.co.uk/halfon-opposed-levy-changes-despite-chancellors-openness-for-reforms/>
- **OBR forecast hikes apprenticeship levy intake to £4bn next year**  
24 November 2023, FE Week  
<https://feweek.co.uk/obr-forecast-hikes-apprenticeship-levy-intake-to-4bn-next-year/>
- **Apprentice minimum wage band could be axed**  
24 November 2023, FE Week  
<https://feweek.co.uk/apprentice-minimum-wage-band-could-be-axed/>
- **‘Professional status’ scheme for apprenticeships launched**  
23 November 2023, FE Week  
<https://feweek.co.uk/professional-status-scheme-for-apprenticeships-launched/>
- **Treasury plans apprenticeship levy restrictions**  
16 November, FE Week  
<https://feweek.co.uk/treasury-plans-apprenticeship-levy-funding-restrictions/>
- **SEND apprenticeship pilot proving a hit**  
3 November 2023, FE Week  
<https://feweek.co.uk/send-apprenticeship-pilot-proving-a-hit/>
- **Degree apprenticeships a 'no brainer' says institute**  
7 September 2023, BBC News  
<https://www.bbc.co.uk/news/uk-england-cambridgeshire-66719589>
- **English councils seek devolution of apprenticeships as uptake sinks**  
3 September 2023, Financial Times  
<https://www.ft.com/content/47b78873-cff7-4ae7-ad96-3d4d33e3f07e>