

Local Government Association **NEWSLETTER**

Date: February 2023 – National
Apprenticeship Week

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

Hi everyone,

Happy National Apprenticeship Week! We hope you're having a productive week promoting your apprenticeship programmes and celebrating the work of your apprentices. There's a lot going on in the world of apprenticeships this week, as you might expect, so read on for all the updates...

LGA 2022-23 Apprenticeships Surveys

A big thank you to everyone who took part in our annual apprenticeship surveys. We had 170 councils completing the organisational survey (a new record) and 3,229 apprentices completing the apprentice health and wellbeing survey, which is a fantastic turnout.

We had originally hoped to be able to publish the national reports for both surveys this week to coincide with National Apprenticeship Week, however, owing to some ongoing technical issues with the platform on which we collected the data, the process of analysing the results has taken longer than expected. We now expect to publish the results and hold the accompanying webinars in late February or early March. Individual reports for each council will be circulated to each council shortly afterwards.

In the meantime, I can share some 'early headlines' with you from some of the data we have been able to analyse. Attached are two infographics with some key bits of data we've looked at so far, which you may find interesting. The main takeaway from the council data we've looked at is that the proportion of councils seeing unused funds expire has continued to rise (now up to 81% of all councils). The average amount that councils have been losing back to government in expired funds remains at an average of £3.25m per month since clawback kicked in during May 2019, though this does hide a slight slowing of the pace of losses. Between May 2019 and March 2020, councils lost £2.1m per month, rising to £4m per month between April 2020 and July 2021 at the height of COVID. The period from August 2021 to December 2022 shows an average loss of £3.24m per month, so slowing from the peak of £4m per month, but essentially just reverting back to the mean over the whole period clawback has been in effect. We estimate the total amount the sector has returned to government now stands at £143m since May 2019, equivalent to 18 per cent of the total funds councils have paid into the levy since it began.

We hope you find the infographics useful and will provide an update as soon as possible on the new publication dates for the survey data reports.

Local Government Apprentice of the Year registration launches today

We are delighted to let you know that registration for places for the Local Government Apprentice of the Year 2023 formally opens today. You should have received a separate email from me with all the details about the event, now in its third year. For those unfamiliar

with it, it's a local government challenge-style event, which sees apprentices working in teams to complete a series of tasks throughout the day based on real life decisions councils have to make. At the end of the process there will be prizes and certificates for the winning team, two runners up and of course the coveted title of local government apprentice of the year 2023.

You can find out more about this year's event, what's involved and how to book places on the LGA website here:

And if you want to hear more from apprentices who took part in the event in previous years, we've got two videos where you can hear from them in their own words about their experiences.

In the first video, the apprentices talk about their experience of taking part, while in the second, they explain why they would recommend apprentices consider entering in this year's event. You can view the two videos at the links below:

Experience - <https://youtu.be/RtzkNMEi4VU>

Recommend - https://youtu.be/priceiVS_0M

Public Sector Apprenticeship Data Reporting

As many will know, although the Public Sector Target is no more, public sector employers will still be required to report on their annual progress on creating apprenticeship starts, with league tables set to be created to highlight performance in each sub-sector of public sector employers, including local government.

DfE wrote to us this week to let us know that they are now in a position to confirm how this process will work. I've attached their communication to this email, but in summary:

- Councils will need to supply their organisation's headcount (as of 31 March), the total number of new apprentices in the last financial year (so since 1 April 2022) and what percentage of their headcount these new apprentices amount to (i.e. if you have 1,000 staff and 50 new apprenticeship starts, this figure would be 5 per cent);
- Reporting will continue to be done via your digital apprenticeship service account
- The reporting period has been shortened from six months to two months, with the new deadline for reporting being 31 May 2023. Data will then be published over the summer rather than in December;
- Employers will no longer have to submit information on the actions they have taken to increase apprenticeship numbers;
- Changes have been made to enable councils to separate out maintained schools data in their return for greater transparency – this is a lobbying win for the LGA and something I've been working to persuade government to do for some time. Councils will still need to record and submit the data on behalf of their maintained schools, however by recording these figures separately, it should prevent council performance from being 'dragged down' due to smaller numbers of apprenticeship starts in maintained schools, as well as providing more precise data on the numbers in maintained schools, for which the government can only currently provide an estimate.

We will provide any additional information as we get it and will of course continue to provide updates and reminders on the process through this newsletter over the coming months.

Bursary for Care Leaver Apprentices Triples

Government announced this week that the bursary for care leavers undertaking apprenticeships will increase from the current level of £1,000 to £3,000 from 1 August 2023. 1,250 apprentices have benefitted from the existing bursary since it was introduced in 2018 and it provides a one-off payment for care leavers aged 16-24 intended to help them with the extra barriers they face in the transition to the world of work. It is paid to the care leavers via their training provider once the apprentice has been on programme for 60 days.

This bursary is not to be confused with the payment employers and providers receive for taking on a care leaver as an apprentice, which remains at £1,000.

You can find out more here: <https://www.gov.uk/government/publications/apprenticeships-bursary-for-care-leavers/apprenticeships-care-leavers-bursary-policy-summary>

Updated LGA Apprenticeship Webpages

For National Apprenticeship Week we've started the process of updating our apprenticeship pages on the LGA website. As well as providing a more up to date summary of the various things we provide support on we have also revised our 'Key Aspects of Managing an Apprenticeship Programme' page, which has links to recordings to many of our key webinars over the past few years. Apart from the latest webinars we've held this year, which have their own section, we've categorised our webinars by topic so it's easier for you to find what you're looking for. Keep an eye out over the coming months for more pages and resources being added, including more on how apprenticeships can help with the capacity challenge in local government.

You can find our main page here: <https://www.local.gov.uk/our-support/workforce-and-hr-support/apprenticeship-support-programme>

You can find our webinars page here: <https://www.local.gov.uk/key-aspects-managing-apprenticeship-programme>

First Magazine piece on apprenticeships and T Levels

The latest piece on apprenticeships and T Levels in First magazine highlights some of the opportunities that both qualifications offer to local government and our workforce and highlight how councils are taking advantage of these opportunities. You can read the piece here: <https://www.lgafirst.co.uk/features/developing-skills-for-life/>

Creating Effective teams through Emergenetics

Building productive, effective and engaging workplace cultures is important for building a great future workforce. The LGA can now offer councils Emergenetics psychometric profiling workshops which can support colleagues to discover how to communicate and work effectively by harnessing diverse perspectives. Understanding how you and others think and behave can enhance self-awareness, which will be beneficial when welcoming young people into the workforce. It is a great opportunity to build effective teams.

For further information on Emergenetics and our offer please contact David.drewry@local.gov.uk or go to: <https://www.local.gov.uk/our-support/workforce-and-hr-support/creating-effective-teams-emergenetics-psychometric-profiling>

February 2023 Workforce Blog: Early Careers

Have you read our latest workforce blog on supporting early careers in local government? My colleague in the Workforce Team David Drewry talks about the opportunities offered by T Levels, the importance of early careers work and previews some of the support and tools that we will be offering soon from the LGA, including our forthcoming Early Careers Toolkit.

You can read David's piece here: <https://www.local.gov.uk/our-support/workforce-and-hr-support/workforce-blog/february-2023-supporting-early-careers-local>

IFATE Updates

- Exciting new dawn for employer-led technical qualifications at level 3
<https://www.instituteforapprenticeships.org/about/newshub/news-events/exciting-new-dawn-for-employer-led-technical-qualifications-at-level-3/>
- Exceptional funding band reviews for apprenticeships
<https://www.instituteforapprenticeships.org/about/newshub/news-events/rising-costs-funding-support-for-apprenticeships/>
- Apprenticeships boosted under plans to broaden UCAS
<https://www.instituteforapprenticeships.org/about/newshub/news-events/apprenticeships-boosted-under-plans-to-broaden-ucas/>

Your suggestions/ideas

If you have any suggestions for what you'd like to see in future newsletters, have items you want to add yourselves, want to sign a colleague up to our mailing list or want to **unsubscribe** yourself from the mailing list, please contact jamie.saddler@local.gov.uk