

Local Government Association

## NEWSLETTER

Date: March 2022

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](mailto:info@spark.org.uk)**

Hi everyone,

Welcome to the latest LGA Apprenticeships Newsletter. We've got the usual mix of information, tools and updates for you, but we start this month with the latest news on the future of the Public Sector Target.

### Public Sector Apprenticeship Target Set to End

The LGA has been told by officials in the Department for Education that the Public Sector Apprenticeships Target that has been in place since April 2017 is set to end on 31 March 2022, with the current 2021/22 year being the final time the target applies.

#### What do we know?

So far, we have been told the following:

- There will be no formal targets moving forward, though public sector bodies are free to set their own internal targets if they wish.
- Government still want to monitor and record the progress of public sector apprenticeships, so public sector bodies will still need to report annually on their progress.
- Councils will be required to provide their headcount, total number of apprenticeship starts in the previous year and total number of apprentices on programme to government each year. Performance on starts will continue to be expressed as a percentage of headcount.
- As with the target, this reporting will only be a requirement for councils with headcounts of 250 or more. This means some small district councils will be exempt, while others that often fluctuate either side of this mark will need to be aware of when they do and when they don't need to report.
- League tables will be created by government for each sub-sector to rank performance, including for local government.
- The first time councils will need to report is from 1 April 2023, covering the 2022/23 financial year. The reporting process will continue to be carried out via the DAS as is the case currently.

#### What still needs to be determined?

There are a couple of areas we have been asking about that we are looking to get further clarity on from government, including:

- **Maintained schools** – we have asked if councils are still considered the employer for maintained schools and will have to include their figures in with their own as with

the target. We have also been lobbying for schools figures to be separated out from councils own, so even if we still need to collect them, they can be displayed as two separate figures. Government is open to this argument but no firm details have yet been agreed. We will need to see if further clarification is forthcoming when government make a public announcement, though expect further discussions will be necessary in the coming months.

- **Transfers** – we had previously made the case for apprenticeships being created through levy transfers to be counted towards the public sector target. Given the change in policy, this is no longer a key priority, however government may be open to also recording apprenticeships created through levy transfers as part of the data they collect. Is this something councils would want to see or is this an extra bit of data you'd need to collect and report and thus an additional burden?
- **Reporting period** – It is currently unknown if the government will allow for the current six-month reporting period to continue, or whether they will require submission of data over a shorter period. They have previously canvassed opinion among public sector employers and have expressed a view that they would like a shorter lag time between the end of one financial year and the publication of the data. We have fed back that we think a reporting period of at least three months is important if they do look to reduce it, particularly if we remain responsible for collecting data from schools.

We expect further information will be announced soon by government on their intentions, and may need some further discussions to iron out a few of the unknown points before it is implemented. Overall, we think this is a positive development. While the public sector target has been a driver of council behaviour which has seen a strong period of growth in apprenticeships in our sector, we have always believed the target to be arbitrary and unachievable, while also believing factors like levy clawback and tackling our long-term skills needs are stronger motivators for councils to continue to invest in apprenticeships.

In the meantime, reporting for the final year of the public sector target (21/22) will begin on 1 April 2022 and run until 30 September 2022. Please report on that data in the same way as in previous years through the DAS.

## **New LGA Webinars**

Following on from our webinar last autumn on delivering Apprenticeships with Impact we are kicking off our spring webinar programme with two sequels that will take a deep dive into how councils have been delivering effective apprenticeships in social care and social work. Join us at the two sessions below to hear from a range of speakers sharing updates, best practice and case studies and explore how to use these programmes to attract, recruit, progress and retain staff.

### **Implementing Apprenticeships with Impact - Social Care**

*6th April 2pm-3.30pm*

[Register for your place here](#)

### **Implementing Apprenticeships with Impact - Social Worker**

*13th April 2pm-3.30pm*

[Register for your place here](#)

We will announce the remainder of our webinar programme in our next newsletter in April.

## **Local Government Apprentice of the Year 2022**

Just a quick reminder that registration is now open for places to take part in the second Local Government Apprentice of the Year event.

This is a national event open to all Level 2 and 3 Apprentices in local government including those who are currently apprentices as well as those that have recently qualified in the last 12 months.

Places cost £149 per apprentice, with the charge purely to allow the organisers to recoup costs for developing, communicating and running the event on the day.

Following our Q&A session this week we've developed some FAQs on the event for anyone who wants to find out more. You can download the FAQs here:

<https://www.eelga.gov.uk/app/uploads/2022/03/Frequently-Asked-Questions-from-QA-for-event-booking-page.docx>

To find out a bit more about last year's event and what some of the apprentices taking part thought of it, read more in the blog post I've written for the LGA website here:

<https://www.local.gov.uk/our-support/workforce-and-hr-support/workforce-blog/february-2022-could-you-be-2022-local>

**You can register for places** on the EELGA website here:

<https://www.eelga.gov.uk/events/national-local-government-apprentice-of-the-year-2022/>

## LGA Apprenticeship Surgeries

There's one remaining surgery date in March if you want to have a conversation with Apprenticeships Adviser Jamie Saddler about anything and everything apprenticeships. Half hour slots are available at the following times.

Date	Slots Available					
24-Mar	1pm – 1.30pm	1.30pm - 2pm	2pm - 2.30pm	2.30pm - 3pm	3pm - 3.30pm	3.30pm - 4pm

If you want to book a slot, please email Jamie on [jamie.saddler@local.gov.uk](mailto:jamie.saddler@local.gov.uk) letting him know which your preference(s) are and a very brief outline of anything you think he will need to know before the meeting.

## Sign up for our T Level Newsletter

We have now added a T Level Newsletter to the range of bulletins you can sign up to receive from our website. You can sign up to that newsletter, and any of our other bulletins by going to the LGA website here: <https://www.local.gov.uk/about/news/e-bulletins>.

## ESFA Survey on Apprenticeship Incentives

The ESFA recently launched a survey for all employers on their experiences with the recently ended apprenticeship incentives. Although we have no intelligence suggesting that they are due to be restored any time soon, it would be helpful if councils were able to respond to the survey and do so positively which may influence the creation of similarly helpful policy interventions on apprenticeships in the future. If you didn't receive an email from ESFA about the survey, you can respond at this link:

<https://forms.office.com/Pages/ResponsePage.aspx?id=yXfS-grGoU2187O4s0qC-b6CpPLXuazOkmeoLF42hNRUREIDMTZRMEtKTTM5SthJTU01M0FOUTZZMC4u&wdLOR=c88C5C40B-BDD4-4F04-8E6E-7B1E8DAB280F>

## **LGA Apprenticeships Mapping Tool Update**

Our popular apprenticeships mapping tool – which maps local authority job roles to the most appropriate apprenticeships – is now available on the KHUB. We also have a Mapping Tool Newsletter this month too, with various updates on standards and progress from IFATE. You can find the mapping tool attached to this newsletter, while the mapping tool itself can be found in its usual place [here](#) or by following these steps: LGA Apprenticeships Group > Library > 01. LGA Support Offer, Mapping Tool and Webinars > Apprenticeships Mapping Tool

## **Employers Social Mobility Masterclass: Progression – Tuesday 22 March 11am – 12pm**

The Social Mobility Commission will be holding the above event on Tuesday 22 March. This is their first Employers Masterclass of 2022 and will be offering guidance on how employers can support their employees to progress within their organisation.

In this session, they'll provide advice and examples of how you can develop a framework that works for your business, by:

- Understanding and addressing the barriers to progression
- Developing clear and fair progression pathways
- Offering training, and supporting employees to learn and develop new skills

The SMC will be joined by Donna Catley, Chief People Officer, Compass Group UK and Ireland and Charlotte Chirwa, Social Mobility Lead at the Department for Work and Pensions, who will each share their experiences of how clear and accessible progression routes have supported employees to progress.

You can register for your place on the webinar here:

[https://us06web.zoom.us/webinar/register/5216451806327/WN\\_ADs5MH8ET6uWVUkixdhOfQ](https://us06web.zoom.us/webinar/register/5216451806327/WN_ADs5MH8ET6uWVUkixdhOfQ)

## **Top 100 Apprenticeship Employers 2022**

Government has announced that the Top 100 Apprenticeship Employers is now open.

The Top 100 Apprenticeship Employers celebrates England's outstanding apprenticeship employers and helps future apprentices, parents and careers advisers to identify apprenticeship opportunities at the country's leading employers.

And new for 2022, England's top small and medium-sized enterprises will be featured for the first time in the Top 50 SME Apprenticeship Employers.

Nine councils and two combined authorities made it into the list last year and it would be great to see a good showing for local government again in 2022.

If you or any of the employers you work with are interested in applying, you can find out more here: <https://topapprenticeshipemployers.co.uk/>

## **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](mailto:jamie.saddler@local.gov.uk)