

Economy and Skills Scrutiny Committee

Apprenticeship Update

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How the Apprenticeship Levy is being Utilised

1

Recruit & Replace

- Succession Planning for retirement of key staff in 12 months or building a succession plan 2 years ahead
- Recruitment to fill a vacancy
- Targeted recruitment to ensure that we have a range of age and experience across our staff
- Targeted recruitment to attract applicants from a more diverse demographic, supported by the apprenticeship as a structured training programme
- Recruitment Planning for extra resource for growth

2

Retain & Develop

- Retention Planning to retain key staff and support a development culture
- Supporting staff with aspiration and ambition to keep learning new skills - grow your own future
- Retaining staff looking for new challenges
- Demonstrating a development focussed culture
- Progression Planning to support additional responsibilities or moves into other roles in the department

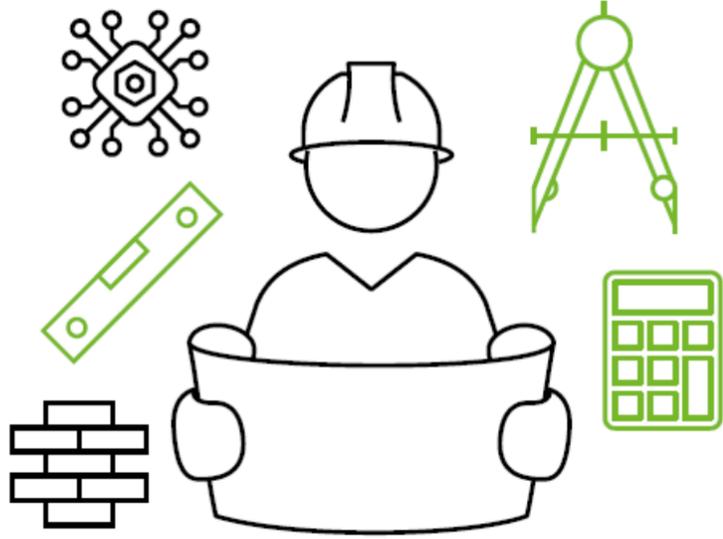
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Retrain & Refresh

- Skills Planning to update skills or cross train existing experienced staff with the latest knowledge and skills needed in their role
- Recognising, formalising and growing the skills of long-serving staff
- Increasing efficiency through new techniques and skills
- Boosting confidence and encouraging innovation
- Expanding the number of staff with key knowledge and skills

Apprenticeship Updates

Launched in February 2020, the **Apprenticeship Pledge** sets out key principles for Birmingham City Council, with a key principle being to ring-fence any new apprentice opportunities for Birmingham residents only:

<p>Open to all new and existing staff</p>		<p>Apprenticeships first when recruiting to new posts</p>	<p>Equality, diversity and inclusion approach that reflects the citizens and communities we serve</p>
<p>A strategic approach, through Workforce Planning and utilising our data</p>		<p>Supporting local talent and under-represented groups, focusing on apprenticeship opportunities for care leavers, marginalised ethnic groups, those living with a disability, and those re-entering the workforce.</p>	<p>Supporting our schools and educating them on apprenticeships</p>
<p>Business need driven, for now and the future, with sustainable skills development</p>	<p>Permanent learning apprentice posts</p>	<p>Gifting of our Levy Pot to SMEs</p>	

Apprenticeship Updates

Preparing to start the conversations around the **Workforce Planning** approach and apprenticeships as a potential solution

Identify the service / workforce needs

- Identify best solutions and where Apprenticeships are a potential solution

Taking a strategic approach to succession planning and talent management

Everyone's Battle, Everyone's Business – Lead by Example as an Employer (Cabinet – 08/09/2020)

- work needed to better represent the communities we serve
- conversations around diversity and demographics of the workforce
- utilising apprenticeship opportunities to bring diversity to the organisation

As part of these discussions, communicating the benefits:

- Staff engagement
- Financial savings
- Performance outcomes

Aligning solutions with the new ways of working and current climate



Apprenticeship Updates

WM Ambassador Network

Working collaboratively with local businesses to drive forward the apprenticeship agenda for the region and influencing on a national level

COVID response

Work undertaken with providers to ensure staff can continue with their apprenticeships

There has been a positive uptake in new starts considering the current climate

Schools

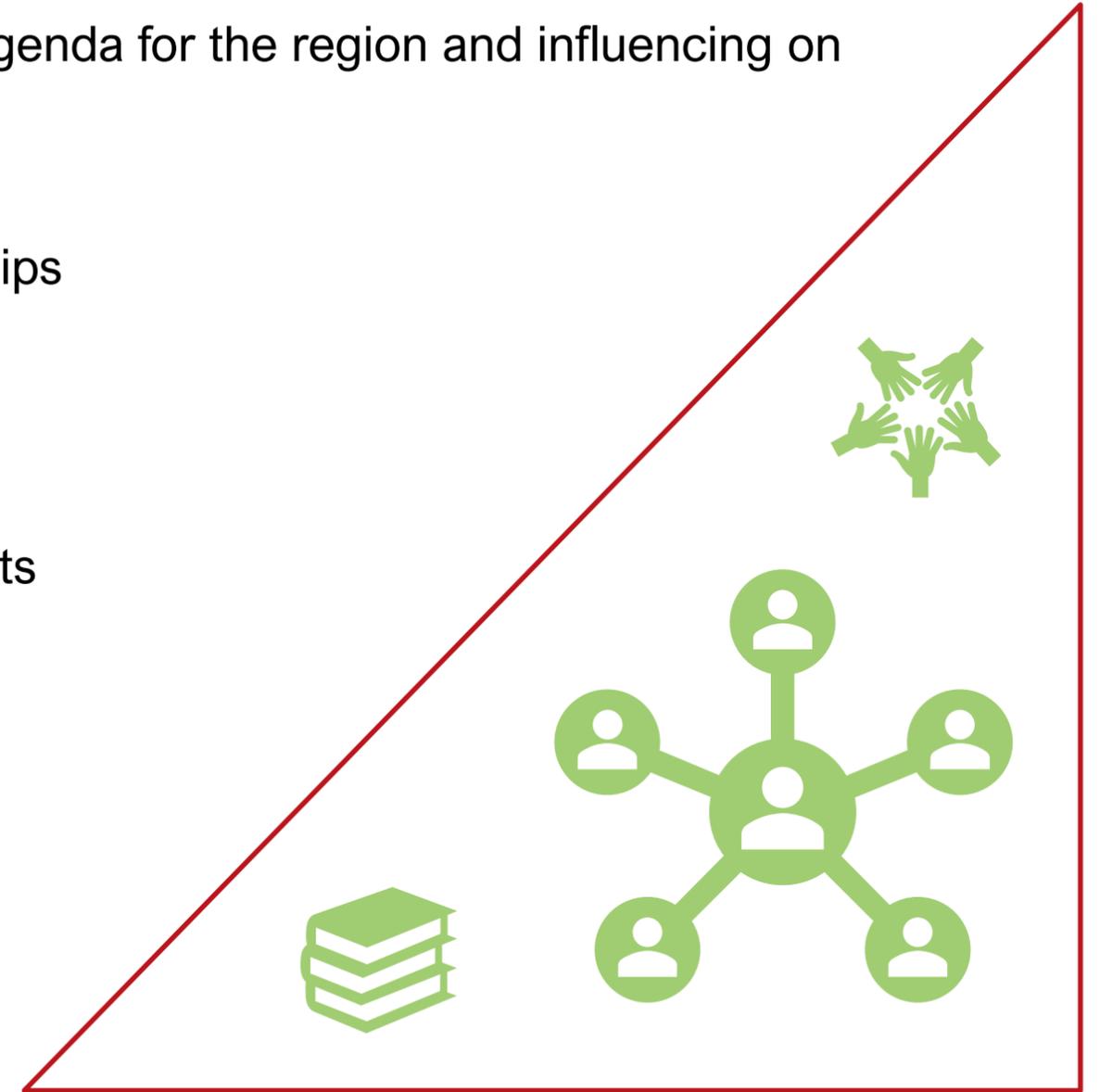
Marketing campaign being developed to raise apprenticeship awareness and benefits

Forming Partnerships

Partnerships developed with local institutes such as University of Birmingham and Arden University

Recognition

Identified as a key partner regionally and nationally in the Apprenticeship field



Current Apprenticeship Levy Spend

- Current fund **£4,967,676**
- Funds spent in last 12 months **£689,669**
- Estimated planned spending for next 12 months **£348,685**
- Projected £2,552,547 will be paid into the levy within the next 12 months **£212,712 per month**



Public Sector Apprenticeship Quota

- Public Sector bodies with more than 250 employees have a target that **2.3%** of workforce start apprenticeships annually
- Based on current headcount, BCC need to start **201 apprenticeships per financial year** (excluding schools)
- Between 1st April 2019 and 31st March 2020 – **167** apprenticeship starts compare previous year of 91
- A number of apprenticeship starts are planned for the coming months



QUESTIONS





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Making a positive difference everyday to people's lives

