



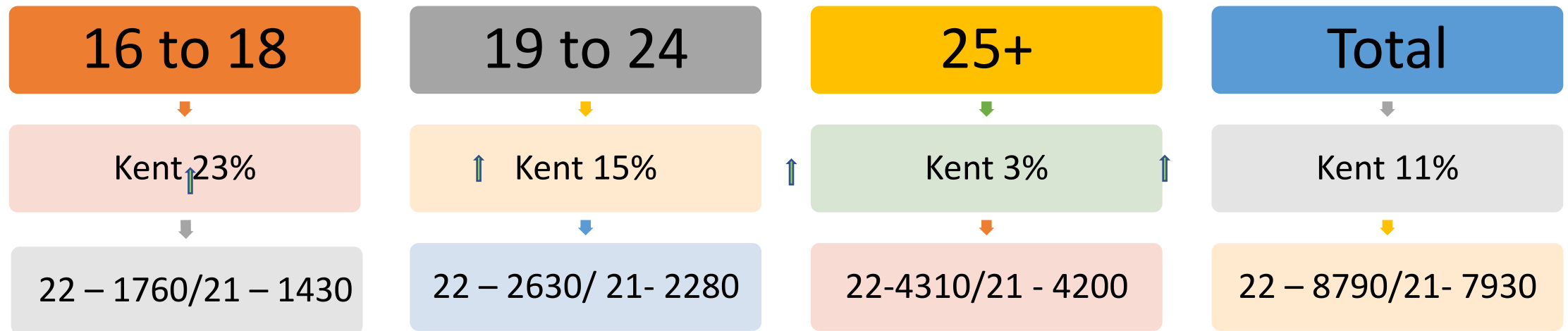
Apprenticeships

Kent County Council &
The Education People.

**THE EDUCATION
PEOPLE**

Kent Apprenticeship starts

Based on 4th quarter data comparing 20/21 to 21/22



Kent first positive increase in 16 to 18 starts since 15/16

KCC as an employer

Maximising the KCC apprenticeship levy

- Since the introduction of the apprenticeship levy in 2017 KCC has supported 1038 colleagues to access apprenticeship training
- All apprentices access the bespoke 'KCC Made in Kent' development programme in addition to apprenticeship training.
- 'Growing our own' social workers utilising the social work degree apprenticeship – 24 NQSWs will graduate in the spring 2023
- KCC Kent Graduate programme utilises Apprenticeship training as professional development
- KCC Kickstart programme – 86% moved to employment with KCC, other employers or returned to education

KCC as an employer supporting the wider Kent economy

Sharing the KCC apprenticeship levy

- Since summer 2018 all levy paying employers have been able to share up to 25% of their levy contributions with other employers to support apprenticeship training
- KCC sharing since 2019
- Robust application process is accessible via kent.gov.uk with support provided – Government Pledge site now ‘live’ for applications
- Applicants must identify how the funding for training will help to deliver KCC’s Strategic outcomes by supporting either;-
 - Children & young people
 - Kent economic growth
 - Older & vulnerable residents

Sharing the KCC Levy – supporting the wider Kent workforce

Active - 219 employees 91 employers

Professional Area	Number on programme
Adult social care	114
Accountancy	3
Administration	7
Customer care	7
Early years and education	37
Science	3
Leadership & Management	11
Nursing	6
CYPF	23
Marketing	1
IT	2
Plumbing / construction	2
Sport / Health	2
Hospitality Team member	1
total	219

Apprenticeship Level	Number on Programme
L2&L3	158
L4	26
L5	24
L6	5
L7	6
total	219

Sharing the KCC Levy – supporting the wider Kent workforce

Pipeline

19 employees & 10 employers

Professional area	Number in pipeline
Adult social care	8
Early years and education	7
Sports Coach/ community Sport & Health officer	4
total	19

Apprenticeship Level	Number
L2&L3	14
L4	4
L5	1
L6	0
L7	0
total	19



- Working on behalf of Kent County Council, the Education People created a new role offering support to local businesses to provide more apprenticeship opportunities:
 - This year the service has engaged with 149 new employers and provided 100 new opportunities.
 - Held 7 apprenticeship employer events across all Kent school districts providing over 1200 students with a positive engagement with local employers supported by reconnect funding.





**THE EDUCATION
PEOPLE**
Secondary School Improvement,
Skills & Employability

Working with Kent County Council this year we held the Apprenticeship Graduation Ceremony at Rochester Cathedral where over 600 people attended to see 153 apprentices graduate.

Consideration for the future.

As a group we thought we would take this opportunity to gain your insight and potential ideas on future tasks and activities.

1. We have seen a raise in apprenticeship starts, but have seen apprentices struggle to complete their apprenticeships. What support do think is needed to help improve the completion rates of apprenticeship's
 1. Provide support to employers to ensure they are fully prepared to support an apprentice.
 2. Manage expectation's of apprentices and employers to help them complete.
 3. When government introduced the increased employer incentive to £3000 we had an increase in employers recruiting more apprentices, what do you think would help employers take on more apprentices?
2. From our work with employers, they need help to recruit apprentices. How can Kent County Council help employers to recruit more apprentices:
 1. How can we raise the profile of apprenticeships and the support available.
 2. Provide advice and guidance to businesses.
 3. Maximise all contacts with businesses to promote support available across all services and partners.