

From: Derek Murphy, Cabinet Member for Economic Development
Simon Jones, Corporate Director, Growth, Environment and Transport Directorate

To: Growth, Economic Development and Communities Cabinet Committee
10 May 2022

Subject: **Apprenticeship up-date and KCC's support role**

Classification: **Unrestricted**

Past Pathway of Paper: None

Future Pathway of Paper: None

Electoral Division: All

Summary: This report is in two parts. It reports on the outcome of KCC's sponsorship of apprentices in 2021-22 and the sharing of the apprenticeship levy. It also summarises to date KCC's offer of Kickstart placements to young unemployed people at risk of long-term unemployment.

Recommendation: The Cabinet Committee is invited to note the current position and the numbers achieved during the last financial year and to offer comments on future direction.

1. Introduction

- 1.1 Kent County Council offers opportunities to young people in Kent to acquire new skills and qualifications through apprenticeships and through the offer of Kickstart placements.
- 1.2 This report also summarises how the County Council is sharing its Apprenticeship Levy with other employers, thereby increasing the potential number of apprenticeships available in Kent.

2. Apprenticeships: KCC's performance April 2021 to March 2022

2.1		<u>Target</u>	<u>Achievement</u>
	KCC	214	177 (83%)
	KCC LAT Cos	24	4 (16%)
	KCC Schools	<u>208</u>	<u>76 (37%)</u>
	KCC total	446	257 (58%)

2.2 The levels of study of apprentices employed by were:

<u>Apprenticeship level</u>	<u>Number of apprentices</u>
2	13
3	79
4	36
5	43
6 & 7	6
	<hr/>
	177

2.3 The age and gender distributions were

<u>Age (years)</u>	<u>Number</u>
16 -18	11
19 - 24	29
25 +	<u>137</u>
	177

<u>Gender</u>	<u>Number</u>
Female	132
Male	<u>45</u>
	177

2.4 Examples of KCC Apprenticeship training:

- Level 2: Accounting; Children and Young People’s support; Adult care worker; Business administration; Customer care.
- Level 3: Supporting teaching and learning; Early Years education; Lead adult care worker; Operational delivery; Payroll.
- Level 4: Project manager; Regulatory compliance; Commercial procurement; Business improvement; Data analysis; Accountancy; CYP&F practitioner.
- Level 5: Leadership and management; Care leadership and management; CYP&F manager.
- Levels 6&7: Social work degree; Occupational therapy degree; Project manager; Laboratory scientist.

3. KCC supporting the Kent economy: sharing the KCC apprenticeship levy

3.1 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 has been sharing since 2019.

3.2 Applicant employers must identify how the funding made available by KCC would help deliver KCC’s Strategic Outcomes by supporting:

Children and young people,
Older and vulnerable residents, or
Kent economic growth.

3.3 There are 84 employers sharing KCC’s levy, supporting 198 apprenticeships. There are a further 24 employers in the pipeline, proposing to support 108 apprenticeships.

<u>Apprenticeship level</u>	<u>No active</u>	<u>No in pipeline</u>
1,2 and 3	144	71
4	22	23
5	21	10
6	5	4
7	6	0
	<u>198</u>	<u>108</u>

4. Government Kickstart Programme

4.1 The Kickstart programme is a £2 billion funded national programme aimed at creating hundreds of thousands of high quality 6-month work placements for unemployed people aged 16 to 24 who are on Universal Credit and who are deemed to be at risk of long-term unemployment.

4.2 The programme closed to new entrants on 31 March 2022. All participants will have completed their placements by 30 September 2022. This is therefore an interim report on KCC’s numbers: Currently on the scheme 22

Completed 20, of which:
10 secured employment with KCC
6 secured employment elsewhere
4 did not share their plans

4.3 Under the Reconnect Programme, KCC schools offered 80 Kickstart placements, of which:

12 were declined by the candidates
8 have completed of the placement and subsequently secured employment with the school
4 have secured employment elsewhere on completion of the placement
12 have completed of the placement but declined to share their future plans
44 are still on the programme.

5. Financial Implications

5.1 KCC made a £1.3 million contribution to the Apprenticeship Levy; adding the contributions from the LATCOs and schools took this to £2.5 million in 2021 – 22.

5.2 The Department of Work and Pensions pays the salary costs of Kickstart placements plus training costs and an administration fee. KCC has been making the appropriate contribution to the KCC pension scheme: the final costs will not be known until the end of the current financial year, 2022 – 23.

6. Recommendation

Recommendation: The Cabinet Committee is invited to note the current position and the numbers achieved during the last financial year and to offer comments on future direction.

7. Contact details

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