

Apprenticeship levy reporting for the 2021/2022 financial year

Apprenticeships can help the council to address skills gaps, improve workforce diversity, and enable employees to develop successful careers. When targeted at Newham residents, they also have an important role to play in supporting our community wealth building strategy

The approach we take is similar in approach to our internal graduate programmes. Both the graduate and the Newham Apprenticeship Scheme programmes include the following:

- **Formal induction so that apprentices understand what is expected;**
- **The offer of internal mentors and coaches;**
- **Access to networks (e.g. Young Professionals Network);**
- Regular meetings with the talent Hub to ensure learning is on track (plus meetings with line managers and training providers to address identified challenges)

In 2019 we introduced a new corporate initiative “The Newham Apprenticeship Scheme” (NAS2019) specifically targeting Newham residents aged 16-30. Training is fully funded from the Council’s apprenticeship levy, with apprenticeship salaries paid at the rate of the London Living Wage.

When the Newham Apprenticeship Scheme launched in 2019 (NAS2019), 30 successful Newham residents were recruited. Apprentices were required to work towards achieving a level 3 apprenticeship, equivalent to three A levels. 28 candidates successfully completed their training.

On completion of the programme, 12 left the council for other jobs, and 16 apprentices achieved promotion, gaining posts such as Resident Services Officer, Digital Project Officer, Strategic Investment Assistant and Events Media Marketing Co-Ordinator.

In 2021, following evaluation of the NAS2019 programme and building on lessons learned, we launched our second cohort, NAS2021 recruiting a further 30 residents as apprentices.

	2017/18	2018/19	2019/20	2021/22
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April to 31 March	2.04%	2.96%	4.72%	9.98%
Percentage of total headcount that were apprentices on 31 March	0.31%	0.49%	1.07%	3.59%
Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April to 31 March as a proportion of total headcount on 31 March	0.26%	0.39%	0.86%	2.29%

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Actions we are taking to increase apprenticeships in the council

- Apprenticeship starts increased from 27 in 2017/2018 to 146 in 2021/2022.
- A cohort of 30 apprentices are recruited every two years to undertake a variety of professional apprenticeships.
- We have increased the range and level of apprenticeships used in the Council to support skills needs and help raise skill levels across the workforce.
- We work with our London Councils colleagues and the Local Government Association to keep our knowledge about apprenticeships and funding current. These groups are responsible for shaping the apprenticeship offer across London and nationally and we add our voice to that debate.
- Apprenticeship funding rules allow levy paying employers to transfer up to 25% of their levy funds to other employers. The council is working with London Ambulance Service to make use of this funding opportunity for local businesses and residents.