

## Coventry City Council Employment and Skills Service and Organisation Development Team: Citywide and Council Apprenticeship Update

MARCH 2021

### Section 1: What is an Apprenticeship?

**1.1 An apprenticeship combines hands-on work with the opportunity to train and obtain qualifications: 'Earning whilst you learn'.** Apprenticeships are paid positions of employment that must last a minimum of 12 months and can be up to 5 years.

**1.2 At least 20% of an apprentice's paid working time must be set aside for 'off the job' training.** This is learning that can take a variety of forms such as classroom based or online learning or work-based projects relevant to the apprenticeship.

**1.3 700 Apprenticeship Standards are available.** These are across all industries and sectors with the level of learning ranging from Level 2 (GCSE) to Level 7 (Master's Degree).

**1.4 Definition of 'Apprentice' has changed.** The introduction of the Apprenticeship Levy in 2017 not only marked a shift in the way apprenticeships are funded, but it also changed the definition of who is an apprentice, creating two types of apprentice:

**Traditional Apprentices** -This is a continuation of the historic understanding of what an apprenticeship is: entry-level positions on apprenticeship contracts.

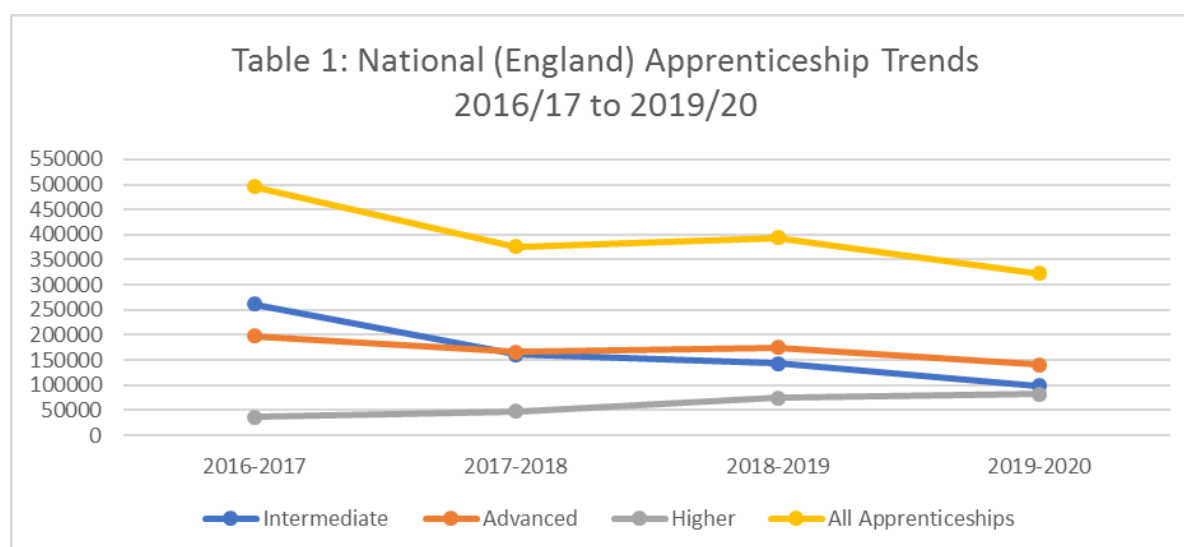
**Employed Apprentices** -These are current employees that are utilising the funding available through the Apprenticeship Levy to upskill by undertaking an apprenticeship.

### Section 2: Current Apprenticeship Landscape

**2.1 Overall Apprenticeship starts for England have fallen 34% since 2016/17.** The fall has been sharpest for Intermediate Level Apprenticeships (LV2) which are down 62%. Advanced Level Apprenticeships (LV3) are down as well - 28% but did see a slight increase in the academic year prior to the pandemic (2018/19).

**2.2 Higher Level Apprenticeship have increased by 125% since 2016/17.** However, this is from a relatively low starting point- 36,200 Higher Level Apprenticeships were delivered in 2016/17 compared to 261,600 Intermediate Level and 197,500 Advanced Level Apprenticeships.

**Table 1- Shows apprenticeship trends for England since 2016/17:**



**2.3 Covid-19 has impacted Apprenticeship starts for all levels 2019/20.** The Covid-19 pandemic has had a significant impact on Apprenticeship starts across the board. Overall Apprenticeship numbers for 2019/20 were down on 2018/19 by 18%, with Intermediate Level down 30%. Higher Level Apprenticeships did continue to rise, and Coventry had more Higher Level Apprenticeships (160) delivered in 2019/20- than in 2018/19 (130). However, on a National level the rise in Higher level apprenticeships was significantly lower than in previous years- 7,400 in 2019/20 compared with 26,840 in 2018/19.

New Government Apprenticeship incentives were brought in to battle the impact of Covid. Employers are being offered £2,000 for each new apprentice they hire aged under 25, and £1,500 for each newly recruited apprentice aged 25 and over. This includes taking on an apprentice who has been made redundant and is in addition to the existing £1,000 payment for 16-18 year-old apprentices, and those aged under 25 with an Education, Health and Care Plan. Data for academic year 2020/21 is not yet available to assess the impact of these new grants, and continued Covid-19 lockdowns/measures may still impact Apprenticeship numbers.

**2.4 Covid-19 has had a varying impact on Apprenticeship starts by age and gender.** The fall in apprenticeship starts amongst the shutdown sectors between the period affected by the first Covid-19 lockdown and the same period in 2018/19, disproportionately impacted female starts (66% of the total fall in shutdown sectors, compared with 54% for other sectors) and specifically younger female starts (19% of the total fall in shutdown sectors was found in starts by females aged under 19, compared with 9% in other sectors).

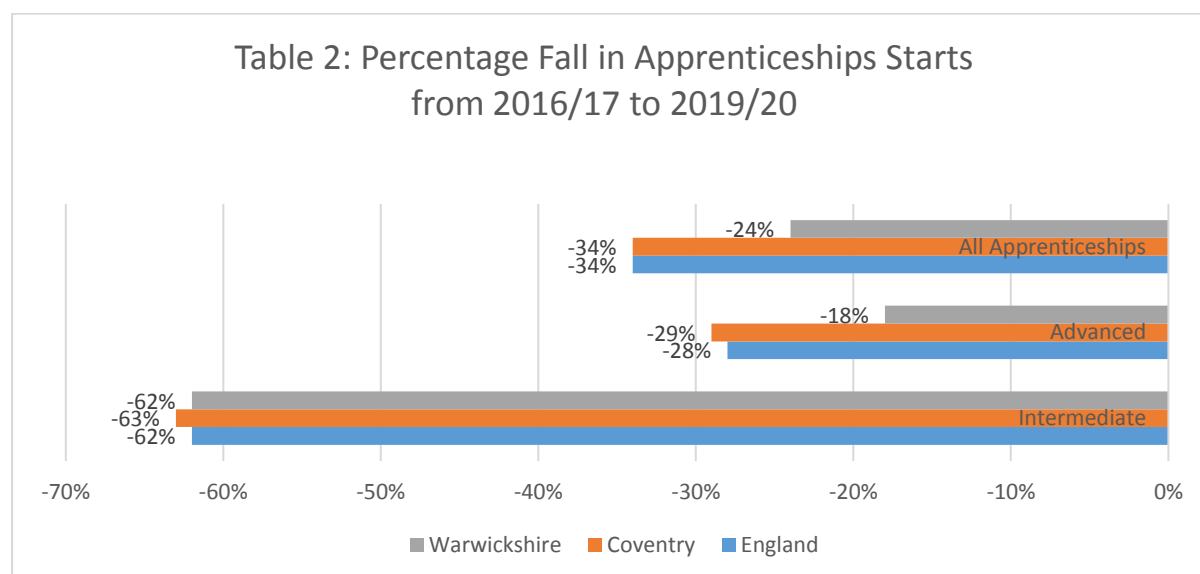
**2.5 Covid-19 has had a varying impact on Apprenticeship starts by sector.** Also, some sectors have been particularly hit- data shows the 'Air transport' sector saw an almost complete reduction in their starts, although this is only a very small apprenticeship sector. 'Food and beverage service activities' and 'Social work activities' were two of the largest sectors impacted with starts down by 73% and 65% respectively during the lockdown period (23<sup>rd</sup> March to 31 June 2020).<sup>1</sup> Data charts to show this impact can be found in the **Appendix 2- Section 2**

**2.6 Coventry follows similar trends to England but with 200% growth of Higher Level Apprenticeships.** Coventry's overall apprenticeship starts are down 34% since 2016/17 (the same as the national reduction), with Intermediate Level Apprenticeships down 62% (also the same as the national fall). Advanced Level Apprenticeships are down 29% in Coventry which is slightly above the National average, however Higher Level Apprenticeships are up 200% from 2016/17 which is 65% more than the National average. Whilst this is from a slightly lower base (6% of Apprenticeship delivery for Coventry in 2016/17 for Higher Level Apprenticeships compared to 7% for England) it is still a significant achievement.

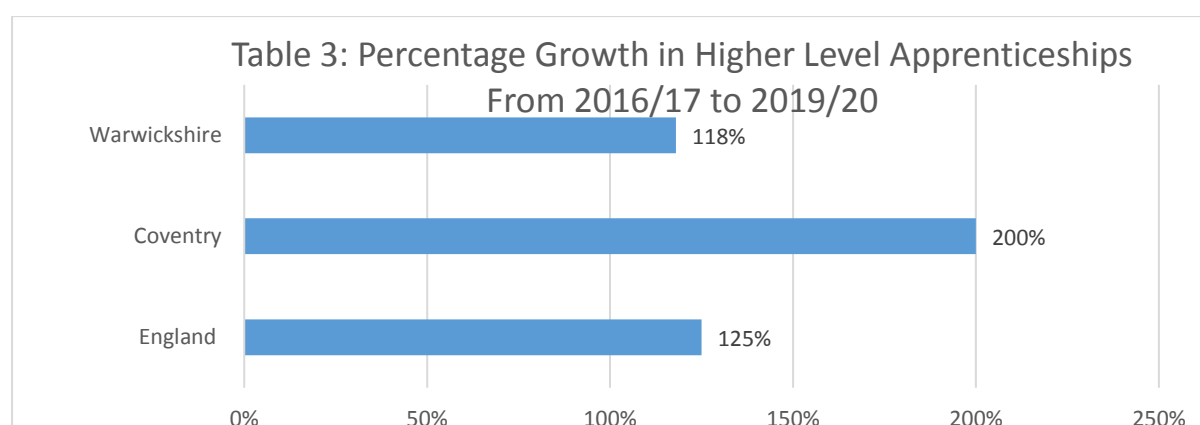
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<sup>1</sup>Gov.uk Apprenticeships in England by industry characteristics- Matched Data from the Individualised Learner Record (ILR), Apprenticeship Service and Office for National Statistics Inter-Departmental Business Register (IDBR)

**Table 2-** shows that percentage falls for Apprenticeship Starts for Coventry are consistent with those across England as a whole. Warwickshire is added for a local comparison:



**Table 3-** Shows percentage growth for Higher Level Apprenticeships since 2016/17



Further charts containing data tables showing the trends for apprenticeship delivery for Coventry, Warwickshire and the WMCA area are contained within the **Appendix 2- Section 2**

### **Section 3: Regulatory Reforms and the Apprenticeship Levy**

**3.1 Apprenticeship Regulatory Reforms** -Since 2016/17 there have been a series of regulatory reforms impacting Apprenticeship delivery. These include:

- **Minimum 20% off the Job Training** -Prior to the academic year 2014/15 there was no minimum threshold set for time that an Apprentice needed to spend doing 'off the job' training. According to the Resolution Foundation the courses that have seen the largest decline since the regulatory reforms have been those who have 'offered the fewest hours of training and the ones in which at least 30 per cent of apprentices were unaware that they were – in fact – an apprentice.'<sup>2</sup>
- **Change from Apprenticeship Standards to Frameworks** -The Apprenticeship Standards were first introduced in academic year 2014/15 with a plan for them to be phased in and to replace Apprenticeship Frameworks by academic year 2020/21. The phasing in of Apprenticeship

<sup>2</sup> Resolution Foundation: 'Trading Up of Trading Off', Kathleen Henahan, August 2019

Standards is now complete. Compared with Apprenticeship Frameworks, Apprenticeship Standards are intended to be significantly more occupation-focused (rather than qualification-focused), directly developed by employers (instead of sector bodies), with an external end-point assessment (instead of having no final assessment).

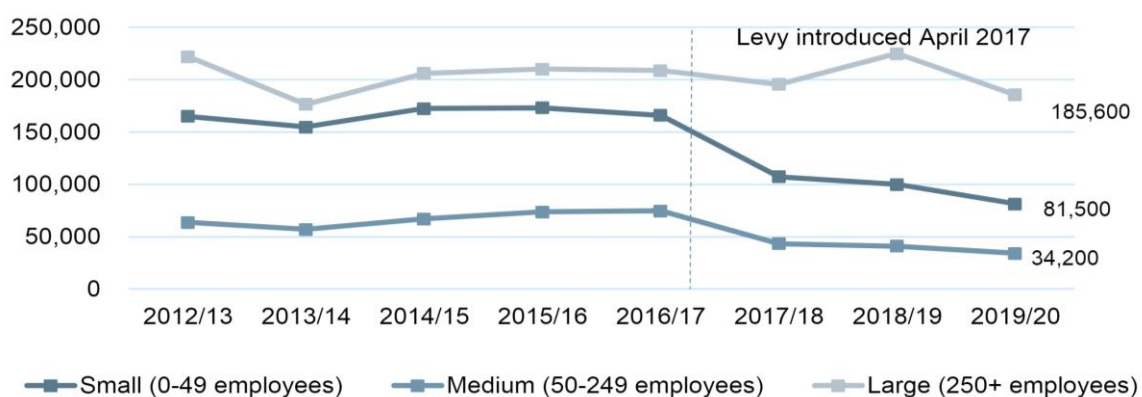
- **Increased Course Costs** -Courses delivered under the Apprenticeship Standards are generally longer and with increased training demands. Whilst for Non-Levy Paying employers (SME's) an Apprentice's training is 95% funded by the Government the total cost of the training must fall within the set funding limits. There are also caps on the number of courses that can be funded by sector and cost. According to a Learning and Work Institute report in October 2019 these factors led to a potential loss of 75,000 Apprenticeships with Apprenticeship Training Providers often having to turn away SMEs.<sup>3</sup>

**3.2 Apprenticeship Levy** -The Apprenticeship Levy was introduced in April 2017 for all employers paying a wage bill of more than £3 million per year (approx. 3% of UK businesses). Employers that meet this criterion are now required to pay 0.5% of their payroll each month as a levy tax. This levy can then be reinvested back into their workforce in the form of Apprenticeship training or transferred to non-levy paying employers.

**The Levy has changed Apprentice Delivery in the following ways:**

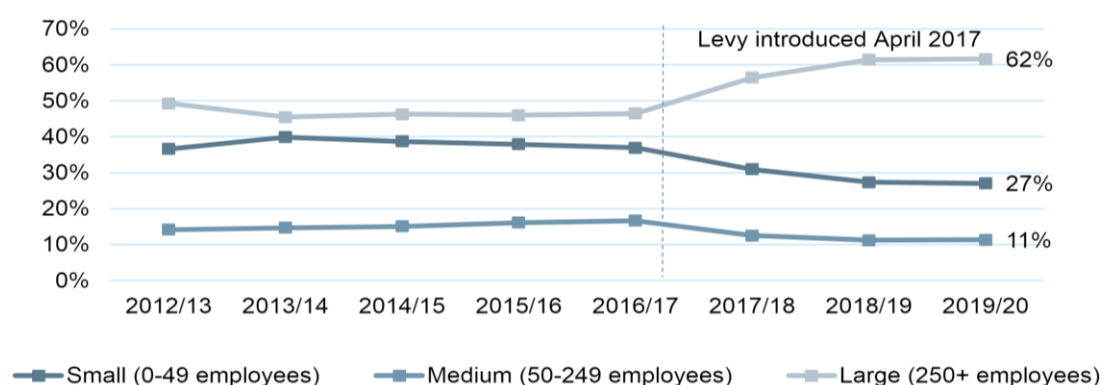
- **Increased numbers of apprentices with Large Employers:** Prior to the introduction of the Apprenticeship Levy and the corresponding regulatory reforms Large Employers employed just over 45% of England's apprentices and as of the end of academic year 2019/20 they now employ 62% of England's apprentices. The shift is shown on **Tables 4 and 5:**

**Table 4: National (England) Apprenticeship Starts by Business Size**



<sup>3</sup> Learning and Work Institute (2019), Bridging the Gap: Next Steps for the Apprenticeship Levy, October 2019

**Table 5: National (England) Percentage Change in Apprenticeship Starts by Business Size**



- Increased Higher Level Apprenticeships (upgrading):** Since the introduction of the Apprenticeship Levy and the corresponding regulatory reforms, Higher Level Apprenticeships have increased by 125% Nationally and 200% in Coventry. Some of this is due to ‘upgrading’, especially for those aged 25+ who account for both the largest falls in lower-level programmes and at the same time the great majority (59 per cent) of the increase in starts at Level 4 and above.<sup>4</sup> There is also some evidence of re-badging of existing training. According to CSJ/YouGov polling one in six levy-paying employers used levy funds to rebadge existing training (17 per cent), or to accredit skills that existing employees already had (18 per cent), in the year prior to being surveyed.<sup>5</sup>

## Section 4: Considering Equality Issues

**4.1 Gender Breakdown - Coventry has higher proportions of female apprentices.** In 2019/20 Coventry had gender splits roughly in line with National averages but with higher proportions of female apprentices for Intermediate and Higher Levels: Intermediate Level Apprenticeships for Coventry had 47% female apprentices compared with 44% nationally and Higher-Level Apprenticeships 55% female in Coventry compared with 53% nationally. Advanced Level Apprenticeships were the same as England average (49% female and 51% male).

Current stats for academic year 2020/21 (not whole year stats) show that Coventry has followed a similar pattern with both Higher and Intermediate Levels continuing to see more of a bias towards female apprentices, over and above the National averages. Again, Advanced Level Apprenticeships have not changed as significantly. In 2020/21 59% of Intermediate Level apprentices in Coventry are now female, compared with 47% nationally. For Higher Level Apprenticeships Coventry has 58% female compared to 53% nationally.

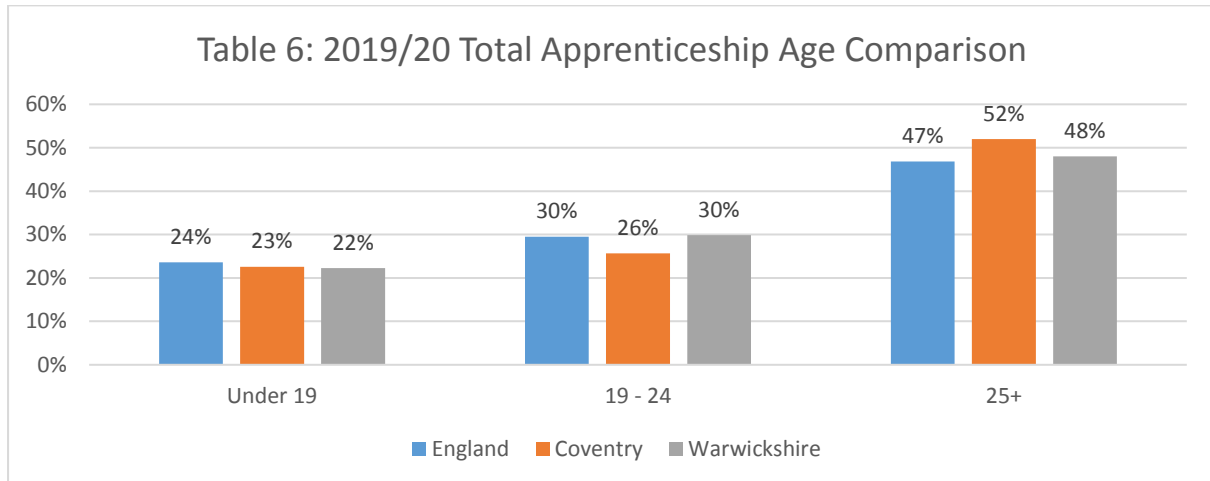
Data charts showing apprenticeship gender breakdown trends, and including Warwickshire for comparison, are included in the Appendix 2- Section 4.

<sup>4</sup> Learning and Work Institute (2019), Bridging the Gap: Next Steps for the Apprenticeship Levy, October 2019

<sup>5</sup> Centre for Social Justice, Trade Secrets: ‘How to reboot apprenticeships and kick-start the recovery’, August 2020

#### 4.2 Age Breakdown- Coventry has slightly low levels of 19-24 year old learners.

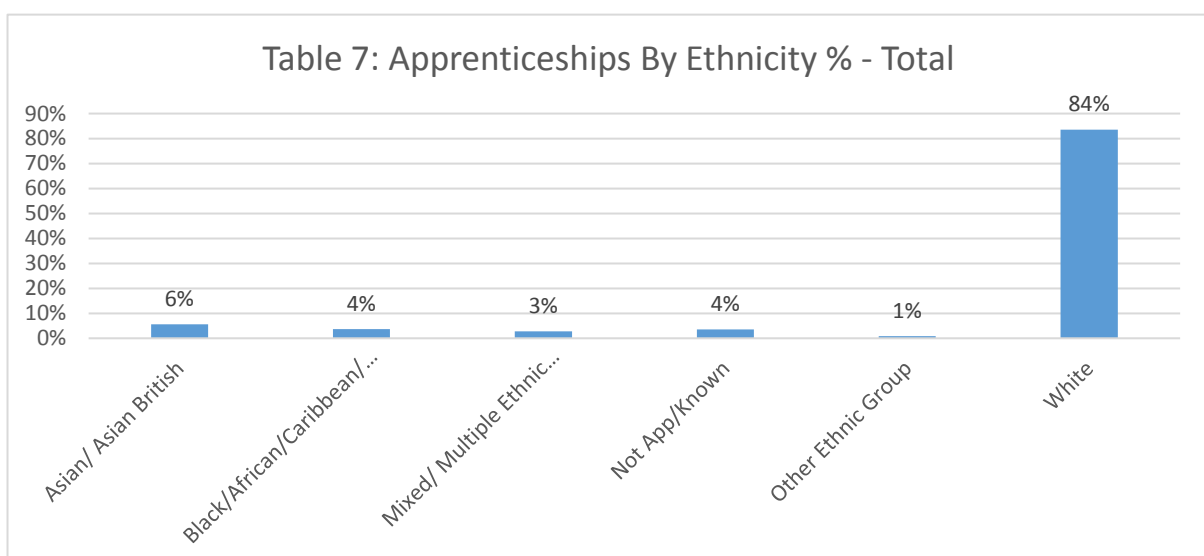
**Table 6:** Shows that for academic year 2019/20 Coventry has slightly lower take up for the 19-24 age bracket. This could partly be due to Coventry's lower youth unemployment rate and high growth in Higher Level Apprenticeships (**Table 3**) which mostly benefits those 25+.



#### 4.3 Ethnicity-National data suggests apprenticeships are broadly representative of population -

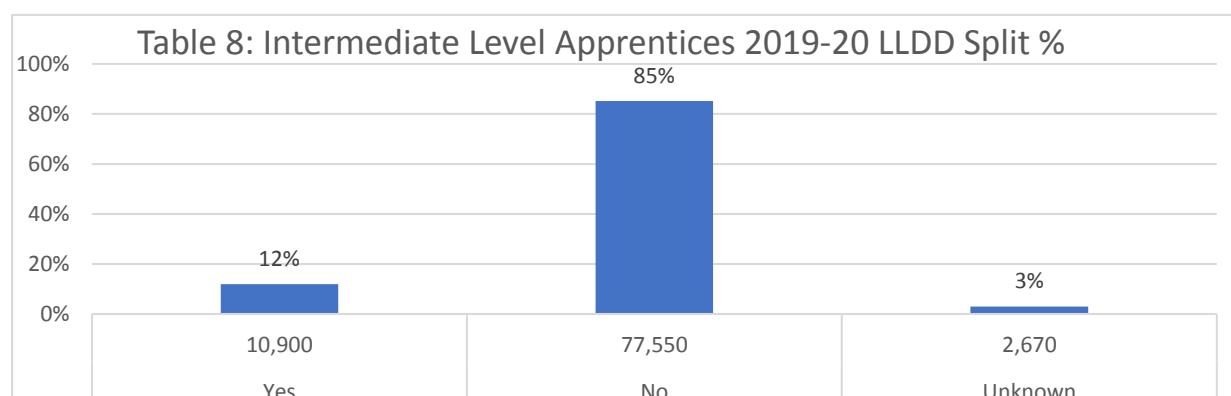
Unfortunately there is no current data on a local level which show apprenticeship starts by ethnicity.

**Table 7** shows the breakdown on a National level. This shows that when compared to 2011 census population data<sup>6</sup> Black/African/Caribbean groups are adequately represented - 4.0% of apprenticeship delivery compared with 3.5% of population. Asian/Asian British are slightly underrepresented- 6% of apprenticeship delivery compared to 7.5% of the population. It is worth noting that the census data is now quite out of date and population percentages may change with the results of the 2021 Census.



<sup>6</sup> <https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/national-and-regional-populations/population-of-england-and-wales/latest>

**4.4 Disability** - As with Ethnicity we don't have access to data on a local level, but **Table 8** shows the percentage of apprentices in Academic Year 2019/20 who had a learning difficulty or disability (LLDD) and started Intermediate Level Apprenticeships.



**4.5 Traineeships - Help bridge the gap for lower level learners but numbers are small in scale.** Traineeships can help learners with lower level qualifications including those with learning difficulties/disabilities into apprenticeships.

The Government do not release Traineeship data on a local level and there is a significant lag in collecting the progression data, which is not yet available for 2019/20. Data from 2018/19 shows that 26% of those who completed Traineeships progressed into Apprenticeships, showing some limited success. It is worth noting though that the number of Traineeships being delivered nationally is still small 14,900 in 2018/19 meaning that the 3,900 who progressed from Traineeships to apprenticeships in 2018/19 makes up just over 1% of the total number of apprenticeships starts in 2019/20. Traineeship starts were down slightly in 2019/20 with 12,100 starts. This will be in part due to the pandemic with the Government adding in grants of £2000 per trainee for businesses who support Traineeships for Academic Year 2020/21, the impact of which will be visible by the end of the current academic year. The March 3<sup>rd</sup> 2021 Spring Budget has added to these grants further to increase them to £3,000 per Trainee.

**4.6 Supported Internships - Can be a good alternative to Apprenticeships for those with learning disabilities.** A Supported Internship is a study programme that last for a year and provides the learner with intensive work experience with a large host employer. The learners are supported through skilled Job Coaches for their work experience placements and enable the learner to learn to work independently in roles that are carefully matched to their skills. In addition, as with an apprenticeship there is 'off the job training' with the learners learning complimentary employability skills in the classroom and work to improve their Maths and English levels. Whilst Supported Internships can progress into apprenticeships this is rare with the main aim being to progress the learners straight into employment.

**4.7 Coventry City Council's Employment and Skills Service Supported Internship Success** -We have been successfully running Supported Internships in partnership with Coventry and Warwickshire NHS Trust for the last 5 years with an average of 72% of learners progressing into paid employment. Our Supported Internships have recently expanded the partnership to include Warwick University - with further plans for the Council itself to act as a host employer. Only 7% of Adults with learning disabilities in the UK are in paid employment which shows the programme has been highly successful in supporting 72% of its learners into paid employment. Hereward College also deliver a successful

Supported Internship programme in Coventry and have supported 148 learners over the last 5 academic years with around 50-60% progressing in to paid work.

## **Section 5: Coventry City Council's Approach to Apprenticeships as an Employer**

**5.1 Overview** -The Apprenticeship and Early Careers Team within Organisational Development are responsible for managing the Council's Apprenticeship Programme and delivering the actions set out in the Council's Apprenticeship Strategy (see appendix 1). The team engages with managers across the Council to identify opportunities to create new apprenticeship roles and provide support with recruitment, identifying suitable apprenticeship standards and providing advice and guidance to managers and apprentices to ensure the quality of placement is maintained. The team also work with Local Authority maintained schools.

**5.2 Traditional Apprentices Data** -As of 01/03/21 we have 70 traditional apprentices in post which breaks down as:

	Number	Level 2	Level 3	Level 4
<b>Corporate</b>	20	4	15	1
<b>Maintained Schools</b>	50	5	45	0
<b>Total</b>	70	9	60	1

Apprenticeship starts have decreased in the last 12 months as compared to the same period a year before:

	Starts 01/03/20 – 01/03/21	Starts 01/03/19 – 01/03/20
<b>Corporate</b>	10	27
<b>Maintained Schools</b>	41	62
<b>Total</b>	51	89

The main factor in the decrease in apprentice starts has been the challenges associated with the Coronavirus Pandemic. Our figures mirror the local/national trend. We have continued to provide support to our existing apprentices throughout this challenging time by working closely with training providers to transition to online/remote delivery for continuity of apprenticeships.

**5.3 81% of Traditional Apprentices into Positive Destinations** -Whilst the Coronavirus Pandemic has affected the number of new starts, we are pleased that we've been able to successfully support our apprentices that have come to the end of their apprenticeships during this period into positive destinations. 81% of all apprentices that finished between 01/03/20 – 01/03/21 went into a positive destination\* which is up from 78% in the previous year.

\* Positive destination classed as either employment or progression to higher education.

**5.4 Employed Apprentices Data** -We are continuing to utilise our Apprenticeship Levy funding to support the training and development of our existing workforce. As of the 01/03/21 we have 220 employed apprentices which breaks down as:

	Number	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
<b>Corporate</b>	201	15	46	61	30	31	18
<b>Maintained Schools</b>	19	4	12	2	0	0	1
<b>Total</b>	220	19	58	63	30	31	19

We have a total of 49 different types of apprenticeship being undertaken, from service/role specific apprenticeships through to corporate offerings such as Project Management.



Additional pressures caused by the Coronavirus pandemic have resulted in an increase in colleagues taking a 'break in learning' from their apprenticeship which involves pausing their apprenticeship learning for a set period, to be continued at a later date. From conversations with other local authorities and training providers this has been a common occurrence elsewhere.

**5.5 Levy Transfer Success** -Coventry City Council can transfer up to 25% of its yearly Apprenticeship Levy funding to non-Levy paying employers. This works out to £262k for 2019/20. Working in partnership with our Economic Development Service and the West Midlands Combined Authority (WMCA) we have been receiving referrals and to date **we have transferred £286k which has supported 57 apprenticeships at 17 Coventry SMEs**. Coventry City Council's Employment and Skills Service also support the West Midlands Combined Authority (WMCA) with their Levy Transfer Scheme. As a result of the success of the Council's Levy Transfer scheme, meetings with counterparts at Solihull Council and a major employer in Coventry have taken place to share good practice. Through the WMCA Levy Transfer Scheme 43 Coventry based SME's have been supported which has provided apprenticeship opportunities to 105 Coventry based residents. Full regional comparison tables are found in the Appendix 2 Section 5.

## **Section 6: Coventry City Council as Training Provider (The Adult Education Service) and Careers Guidance for schools**

**6.1 Coventry City Council Adult Education** -Have been an Apprenticeship Training Provider since November 2013, providing apprenticeship training for Coventry City Council and the City Council Maintained schools. In addition, they have provided apprenticeship training for Private Sector Nurseries and also to Academy Schools. Since 2013 Coventry Adult Education have trained 308 apprentices: 178 for Coventry Council, 124 for Maintained Schools, 7 for Academies and 2 in Private Sector Nurseries.

Coventry Adult Education have been highly successful in their training with 83% of Apprentices completing their apprenticeships and of these 20% progressing to the next Apprenticeship Level or to University.

Coventry Adult Education have, in line with other training providers, seen starts impacted by Covid-19. There have 34 apprentices start training for academic year 2020/21 compared to 76 in 2019/20. In addition, the change to Apprenticeship Standards from Frameworks has affected some starts as some of the courses offered under the Standards no longer fit the requirements of the host employers.

**6.2 Careers guidance in Coventry schools** -Coventry City Council's Education and Skills Team provide support to schools to help them promote Apprenticeships as part of their statutory duties to provide careers guidance. School Governing bodies need to ensure that all registered pupils at the school are provided with independent careers guidance from Year 8 (12-13 year olds) to Year 13 (17-18 year olds). Coventry's destination measures, including in those into Apprenticeships are reported to Scrutiny Board 2 within the Education Performance report each year.

## **Section 7: Coventry City Council's Employment and Skills Service: Strategic Partnership Role and Supporting Employers to recruit apprentices**

**7.1 Key Strategic Role in shaping skills provision including Apprenticeships** -The Council's Employment & Skills Service encompasses the Job Shop, Employer Hub, Adult Education, the Youth Hub and Disability Employment Support and it sits within the Education & Skills Service. It has a strategic influencing role for skills provision across Coventry and this includes Apprenticeships. **We work closely with Colleges, Universities, training providers and local businesses to remove barriers**

**to learning, shape the training market-place so it provides labour-market relevant provision and we enable improved access for more vulnerable groups.** The Apprenticeship budget is controlled nationally through the Department for Education's Skills Funding Agency (ESFA) and we play a key role in supporting Coventry's Apprenticeship Providers, influencing and helping to focus their apprenticeship course delivery to meet local needs:

- **Facilitating the Coventry Skills Board** which involves FE providers who are based or deliver in the city, our Adult Education Service and representation for Independent Training Providers along with funders such as the WMCA. The remit of this Skills Board is wider than apprenticeships but maximising apprenticeship provision to benefit our residents is a key focus area. The Skills Board members were involved in developing Coventry City Council's Employment and Skills Covid Priorities paper. This paper gave a focus to Employment and Skills delivery in Coventry in response to the challenge of Covid-19, ensuring the residents with the highest needs were prioritised. Included was an action for Training Providers and the Council to collectively encourage employers to make use of the new Covid Apprenticeship Grants as well as encouraging take up of Traineeships and Supported Internships.
- **Leading the Labour Market Shared Intelligence Group**, which feeds into the Skills Board and brings together the WMCA, Jobcentre Plus, FE and other stakeholders to analyse, share information and develop responses to emerging labour market trends. The Group assesses course delivery match to skills demand, including for apprenticeships. This intelligence can be used to shape curriculum plans and in the case of apprenticeships inform the training providers as to sectors and employers to target where there may be increased opportunities.

**7.2 Engaging with hundreds of Employers to Promote Apprenticeships** -Within the Employment & Skills Service, the Job Shop has developed an Employer Hub which engages with hundreds of Coventry's employers to offer high quality and free recruitment support. This enables Coventry's residents to benefit from direct employer opportunities promoted through the Job Shop. The Employer Hub carefully consider the unique needs of the different employers they work with and through this can advise employers to consider apprenticeships, supporting them to find a suitable training provider.

**7.3 Supporting employers to recruit Apprentices** –Support is also available for employers who have existing apprenticeship opportunities but are struggling to find suitable candidates. In this instance the opportunities are promoted through the Job Shop and across a wide range of partners. Whilst the Job Shop can ensure any candidates are suitably pre-screened, we also encourage employers to consider a more diverse range of candidates, opening opportunities to more vulnerable residents. Since January 2020 more than 100 apprenticeship opportunities have been promoted through the Coventry Job Shop.

**7.4 Kickstart Overview** -Kickstart is a Department for Work and Pensions (DWP) scheme to provide funding for employers to create six-month paid job placements with a minimum of 25 hours per week for those aged 16-24 and claiming Universal Credit. Kickstart placements do not necessarily lead into Apprenticeships and they are not structured with this aim. Kickstart placements are geared towards gaining paid work experience, with an aspiration for many to progress directly into entry level employment with their host employer or another employer within the same/similar sector. There is no guaranteed skills provision within the Kickstart placements although some employers may choose to add this- either independently or with the support of their Gateway providers as part of their 'wraparound support' offer.

**7.5 Employment and Skills Service Kickstart Gateway Support** –We are set up as a Kickstart Gateway provider. Gateway providers support smaller employers who want to offer between 1 and 29 Kickstart Placements. We have been successful in supporting employers from across Coventry and Warwickshire to create 243 placements, 34 of which are currently being advertised to Job Shop customers (the others are awaiting final approval by DWP). We have worked closely with our Kickstart employers to provide skills provision for the Kickstart participants wherever possible. This will include courses at Level 1 and 2 in areas such as Customer Services, Accountancy and Business Administration as well as upskilling for Maths and English where required.

**7.6 Employment and Skills Service Kickstart wider support** -We also play a key role in supporting young people to access Kickstart placements provided directly by larger employers (not through a Gateway) or through other Gateway providers such as CW Chamber. We support all eligible residents through the Job Shop and the Coventry Youth Hub. For example, 10 Job Shop customers were recently supported to successfully gain Kickstart placements with Severn Trent.

## **Section 8: Coventry City Council Apprenticeships – Future plans**

**8.1 Traditional Apprentices Plans** - We are currently finalising plans to increase apprentice recruitment in the coming months to bring numbers back up to pre-Covid levels with an ambition to recruit 100 apprentices in the next 12 months. Lessons learned on effective remote working and learning as well as a cautiously optimistic outlook on the easing of lockdown restrictions will aid us in doing this.

In line with our Apprenticeship Strategy, 2020-2022 we are planning the following actions:

- **Revising the process of recruiting corporate apprentices:** To include a workforce planning approach. This involves working with managers who want to recruit an apprentice to ensure that there is a clear career pathway for the apprentice with a post available for them to move into upon completion of their apprenticeship.  
These workforce planning sessions will also enable the Apprenticeship Team to work with recruiting managers to assess their current workforce profile against the future skills required in the service to identify potential apprenticeships for their current employees.
- **Promote diversity, inclusion and social mobility:** We will build on the changes to practice in attraction, recruitment and selection that have been implemented in corporate recruitment to ensure that the apprentices that we recruit are more reflective of the communities that we serve. In addition to this, we have joined the Apprenticeship Diversity Champions Network where we are accessing best-practice and support from peers and the National Apprenticeship Service in attracting and retaining apprentices from disadvantaged and under-represented groups.
- **Improving quality:** We will be engaging with our apprentices to monitor and evaluate their experiences to ensure they are receiving the required support and to increase the quality of apprenticeships across the board. This will also involve the increase of 'value added' activities such as bespoke training and development opportunities for apprentices and membership of the Young Apprentice Ambassador Network.

**8.2 Employed Apprentices** -Through workforce planning meetings with Heads of Service we will identify new opportunities to utilise apprenticeships to upskill our workforce. New apprenticeship standards are being developed regularly and we will continue to utilise them where there is a recognised need for them, building these into recognised career pathways and meeting future workforce skills needs.

**8.3 Plans for Levy Use** -Whilst we continue to have sufficient available Levy funding to spend, we will be evaluating all apprenticeships to ensure that they remain fit for purpose and are adding value

to the needs of the employee and organisation as the cost of the apprenticeship in time away from the job is significant.

**8.4 Plans for Levy Transfer** -We will continue to work with colleagues in the Economic Development Service to allocate our remaining Levy transfer allowance to support Coventry residents and businesses. We have £70k of funding remaining to allocate for 2021/22 and are continuing to prioritise Coventry Businesses and residents, particularly apprentices from disadvantaged and under-represented backgrounds. The ESFA have announced that there will be changes to the Levy transfer process in August 2021; we are awaiting further details as to what the implications of this will be.

## **Section 9: Citywide Apprenticeships – Future plans**

**9.1 Continue Shaping and Influencing Coventry Skills Provision** -The Employment & Skills Service will build upon its strong partnership base, ensuring the Skills Board and Labour Market Intelligence Group respond to the needs of residents and employers. At the same time we are cognizant of, and where appropriate aligned to, the work of Regional and Sub Regional Boards (CWLEP/WMCA), influencing and maximising funding and opportunity for Coventry.

**9.2 Build upon success in supporting employers to promote and recruit for Apprenticeships** -We will continue to widen employer networks, including working alongside the Economic Development Service, and building relationships with growing sectors and Anchor Institutions.

**9.3 Supporting Planned widening of Apprenticeships as set out in the Government's Skills for Jobs: 'Lifelong Learning for Opportunity and Growth' White Paper, January 2021**- The white paper sets out plans to expand apprenticeship provision as a key part of the Government's 'Lifetime Skills Guarantee', whilst also maintaining quality and ensuring apprenticeship design is 'employer led'.

The White Paper sets out plans to:

- **Make an extra £2.5 billion available to support apprenticeships** -including for employers who do not pay the levy' to increase the numbers of SME's employing apprentices. If this funding is made available, we will make sure we continue to play a key role in encouraging SME apprenticeship uptake, encouraging SME's to make use of extra funding and linking them with suitable training providers.
- **Make training more flexible to better suit sectors with shorter time project work such as construction.** This includes 'front loading' training so that apprentices can complete the majority of their 20% off the job training prior to undertaking their 80% on the job training. Again we will monitor these developments and provide appropriate support to Coventry's employers and training providers.

**9.4 Expanding Supported Internships** -We will continue working with Coventry City Council colleagues to look to establish the City Council as a Supported Internship host employer.