

<b>DECISION-MAKER:</b>	CHILDREN AND FAMILIES SCRUTINY PANEL		
<b>SUBJECT:</b>	THE PROVISION OF APPRENTICESHIPS IN SOUTHAMPTON		
<b>DATE OF DECISION:</b>	22 JUNE 2017		
<b>REPORT OF:</b>	HEAD OF ECONOMIC DEVELOPMENT AND SKILLS		
<b>CONTACT DETAILS</b>			
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<b>STATEMENT OF CONFIDENTIALITY</b>	
<b>Not applicable</b>	
<b>BRIEF SUMMARY</b>	
<p>At the 9 March 2017 meeting the Panel considered information regarding post 16 attainment and progression in the City. Further information was requested regarding apprenticeships in Southampton and this report provides information taken from a number of Department for Education sources, broken down by starts, achievements, sector subject area, level, age and geography. All data within this document is the latest published data that is available.</p> <p>Following the discussion on Apprenticeships the Panel are requested to consider, with invited representatives, opportunities to promote participation in higher education by Southampton residents.</p>	
<b>RECOMMENDATIONS:</b>	
	(i) To note the contents of the report and the progress being made to increase the number of apprentices in Southampton
	(ii) To discuss with invited representatives initiatives to raise participation rates in higher education in Southampton.
<b>DETAIL (Including consultation carried out)</b>	
1.	The landscape around apprenticeship training has seen many changes over the last few years, with the introduction of new Apprenticeship Standards (to replace Frameworks), the government target of three million apprenticeships by 2020 and the introduction of the Apprenticeship Levy on businesses with payrolls exceeding £3m. These changes have caused turbulence in the sector, and although the long term effect should be to increase the numbers of apprentices, the shorter term impact may be to reduce the number of people undertaking training over the next year. Against this backdrop Southampton has increased the number of apprenticeship starts, which rose to 2050 in the academic year 2015/16 and looks set to remain stable for the current year.

2.	Appendix 1 presents detailed information on the apprenticeship data for Southampton. The age group with the highest take up of apprenticeships is the over 25s. Intermediate level apprenticeships account for the majority of starts on programme, (56%) with only 5.9% being at the higher level. The introduction of the levy may well change that distribution as employers will be incentivised to train staff at higher levels to recoup their levy payments.
3.	In terms of the occupational sectors, the highest number of starts were in Health, Public Services and Care (650), closely followed by Business, Administration and Law (560), Retail and Commercial Enterprise (350), Engineering and Manufacturing Technologies (240) and Construction, Planning and the Built Environment (110). The other areas are Information and Communication Technology (40), Leisure, Travel and Tourism (40), Education and Training (30) and Agriculture, Horticulture & Animal Care (10).
4.	<p>Further to an Apprenticeship Scrutiny Inquiry, the Apprenticeship Action Plan for Southampton set the priorities for recent years, with the following four main themes guiding the work:</p> <ul style="list-style-type: none"> <li>• Improve the promotion, preparation and recruitment of young people into apprenticeships</li> <li>• Maximise employer take up, particularly in key sectors and within the council</li> <li>• Establish an Apprenticeship training offer to meet the needs of the Southampton economy</li> <li>• Promote best practice and partnerships in Southampton.</li> </ul>
5.	<p>The Action Plan, which completed in March 2017 has left a lasting legacy in the city. The significant achievements include:</p> <ul style="list-style-type: none"> <li>• A new careers website was developed to enable schools, colleges, training providers, young people and those involved with them to access impartial and consistent Information, Advice and Guidance (IAG) across the city. 'Access Southampton' is a one stop shop for learning and careers, containing current and local information with links to national websites and other information sources. 20,000 site visits were recorded over the past year, and the site is being maintained and updated.</li> <li>• The establishment of the Careers Adviser and Careers Network groups, plus a termly Careers newsletter, ensuring careers advisors are up to date with local labour market information and apprenticeship opportunities. Information is filtered down to these groups from the Apprenticeship Hub group, a partnership group of local employers and training providers. A NEET Hub also ensures that NEET young people are prioritised for training and employment opportunities.</li> <li>• A Southampton Ambassador Scheme – ten young apprentices have signed up to attend school and career events to promote apprenticeships. A Southampton Apprenticeship film was produced to show in schools to inspire young people.</li> <li>• The introduction of a Southampton Apprenticeship Graduation Day to celebrate and promote apprenticeship achievement.</li> <li>• The development of an enhanced traineeship scheme to support vulnerable young people into further training and apprenticeship</li> </ul>

	<p>opportunities, with 17 young people from the Youth Offending Service participating, 12 progressing onto further learning.</p> <ul style="list-style-type: none"> <li>• A grant scheme to encourage employers to take on vulnerable young people from specific backgrounds, including care leavers (11 grants awarded).</li> <li>• A Southampton City Council Apprenticeship and Internship programme, which has been successfully developed and is being managed by HR.</li> <li>• Liaison and partnership working with major developers and employers to promote apprenticeships in sectors key to Southampton, including marine, construction, health and social care. To date, 475 apprenticeships have been created through major developments.</li> </ul> <p>These initiatives will help to ensure that Southampton has a firm foundation to provide the apprenticeship training needed for our local economy and that local residents are informed of the opportunities to build their careers.</p>
6.	The City Council has developed a Workforce Strategy and Apprenticeship Policy, and a new post has been created within HR to maximise apprenticeships as part of the Council's workforce, including particular opportunities for care leavers and vulnerable young people.
7.	In addition to a request for further information on apprenticeships in Southampton the Panel, at the March 2017 meeting, requested that action is taken to promote progression to higher education by Southampton residents.
8.	Therefore, following the discussion on apprenticeships, the Panel are invited to consider initiatives to raise the participation rate in higher education with invited representatives.
<b>RESOURCE IMPLICATIONS</b>	
<b>Capital/Revenue</b>	
9.	Funding for the Apprenticeship Action Plan has now ceased, however a number of the activities are being maintained.
10.	City Council general funding is supporting a post in HR to take forward apprenticeship opportunities within the local authority.
<b>Property/Other</b>	
11.	None
<b>LEGAL IMPLICATIONS</b>	
<b>Statutory power to undertake proposals in the report:</b>	
12.	N/A
<b>Other Legal Implications:</b>	
13.	The Apprenticeships, Children and Learning Act 2009 sets out requirements
<b>RISK MANAGEMENT IMPLICATIONS</b>	
14.	N/A
<b>POLICY FRAMEWORK IMPLICATIONS</b>	
15.	N/A

<b>KEY DECISION?</b>	No	
<b>WARDS/COMMUNITIES AFFECTED:</b>	None directly as a result of this report	
<b><u>SUPPORTING DOCUMENTATION</u></b>		
<b>Appendices</b>		
1.	Apprenticeship report - May 2017	
<b>Documents In Members' Rooms</b>		
1.	None	
<b>Equality Impact Assessment</b>		
Do the implications/subject of the report require an Equality and Safety Impact Assessment (ESIA) to be carried out.		No
<b>Privacy Impact Assessment</b>		
Do the implications/subject of the report require a Privacy Impact Assessment (PIA) to be carried out.		No
<b>Other Background Documents - Other Background documents available for inspection at:</b>		
Title of Background Paper(s)	Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)	
1.	None	