

STOCKTON-ON-TEES BOROUGH COUNCIL

CABINET RECOMMENDATIONS

PROFORMA

Cabinet Meeting20th April 2017

1. Title of Item/Report

Apprenticeship Programme

2. Record of the Decision

Consideration was given to a report on the Apprenticeship Programme.

The Government had made a commitment to deliver 3 million apprenticeships by 2020 and in order to support this commitment a new apprenticeship Levy, new apprenticeship standards and public sector apprenticeship targets came into force in April 2017.

Employers with annual pay bills of £3 million and over will be charged a rate of 0.5% of their annual pay bill, which they can use to fund apprenticeship training.

The Levy payable by the Council per year will be approximately £503,500.

The public sector apprenticeship target would be based on 2.3% of headcount

The Council's apprenticeship target was detailed within the report.

Whilst it was clearly important to plan to meet the apprenticeship target in order to maximise use of the Levy spend and to meet the public sector targets, the new apprenticeship requirements also offered an opportunity for the Council and Schools to deliver an apprenticeship programme which supported workforce development, contributed to succession planning and the overall resilience within the workforce. An Apprenticeship programme provided the Council with a way to improve the skills base of employees, provided a way to recruit new staff, and to re-train and up-skill existing staff of all ages and levels of experience in a wide variety of roles.

The report provided further detail on the Apprenticeship Levy, target, and eligible apprenticeship training as well as a proposed approach to maximise use of the Levy and meet targets including how the Council

would work with the community and voluntary controlled maintained schools.

RESOLVED that:-

1. The detail of the Apprenticeship Levy, public sector Apprenticeship targets, and the Council's proposals for Apprenticeship opportunities be noted.

2. Further information on the progress a year from implementation May / June 2018 be received.

3. Reasons for the Decision

As the political leaders of the organisation it is felt appropriate that Cabinet are informed of the Council's apprenticeship programme which will not only support workforce development, but also contributes to succession planning and the overall resilience within the workforce, whilst maximising the Levy spend.

4. Alternative Options Considered and Rejected

None.

5. Declared (Cabinet Member) Conflicts of Interest

Councillor Nigel Cooke declared a personal non prejudicial interest in respect of agenda item 8 - Apprenticeship Programme as he was a member of the Learning and Skills Council.

6. Details of any Dispensations

N/A

7. Date and Time by which Call In must be executed

Midnight, 28 April 2017

Proper Officer
24 April 2017