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Welcome to

East Midlands Provider Briefing

Yew Lodge – 18 Nov 2009

National Apprenticeship Service

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Apprenticeships

**Karen Woodward
Regional Apprenticeship Director**

NAS East Midlands

National Apprenticeship Service

The Vision

“By 2020 every employer will value an Apprenticeship as the key route to equipping them with the skills they need for their business.”

A step-change in:

- the numbers applying and completing
- the quality of training - continues to rise
- breadth of Apprenticeships to meet demand
- route of choice - valued by employers, learner and society as a whole
- clearer progression routes - Apprenticeships are simply the beginning

Our Mission

NAS will have end to end responsibility for the delivery of Apprenticeships through the pursuit of three key principles:

- Supporting employers
- Stimulating high quality demand from individuals; and
- Ensuring that training is relevant, timely and of high quality

Ambition 2013

To deliver an entitlement to all 16-18 years olds:

- That are suitably qualified
- Want an Apprenticeship
- Commitment to meet their requirements in the first or second sectoral choice

Towards 2020

1 in 5 in Apprenticeships

National aspiration 1 in 5 young people choose an Apprenticeship by 2020 (20%)

- Nationally currently 1 in 15 (6.7%)
- East Midlands region currently 1 in 11 (9.1%)
- Sub regional
 - Derby 1:11
 - Derbyshire 1:12
 - Leicester 1:23
 - Leicestershire 1:14
 - Lincolnshire 1:15
 - Northamptonshire 1:16
 - Nottingham 1:16
 - Nottinghamshire 1:11
 - Rutland 1:44

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Key Issues and Challenges

Key issues and challenges

- Growth of 16 -18 Apprenticeships – employment based
- Jobs Without Training
- The role of PLAs in an employment led apprenticeship programme
- 19 -24 growth beyond the budget available – “managed demand” within a budget – impact on progression from Apprenticeships in to Advanced Apprenticeships
- 25+ Apprenticeships – reducing volume by half; refocus of the programme:
 - Public sector
 - Returners to the labour market
 - Those without a first qualification

Key issues and challenges

- **MOG**
 - Transition
 - Business Cycle
 - Interplay between YPLA / LAs / NAS / SFA
- **Single contracting**
 - Residency 'v' provider contract
- **Politics**
 - New strategies
 - Change of Government
- **Other products/services**
 - Future Jobs Fund
 - Train to Gain

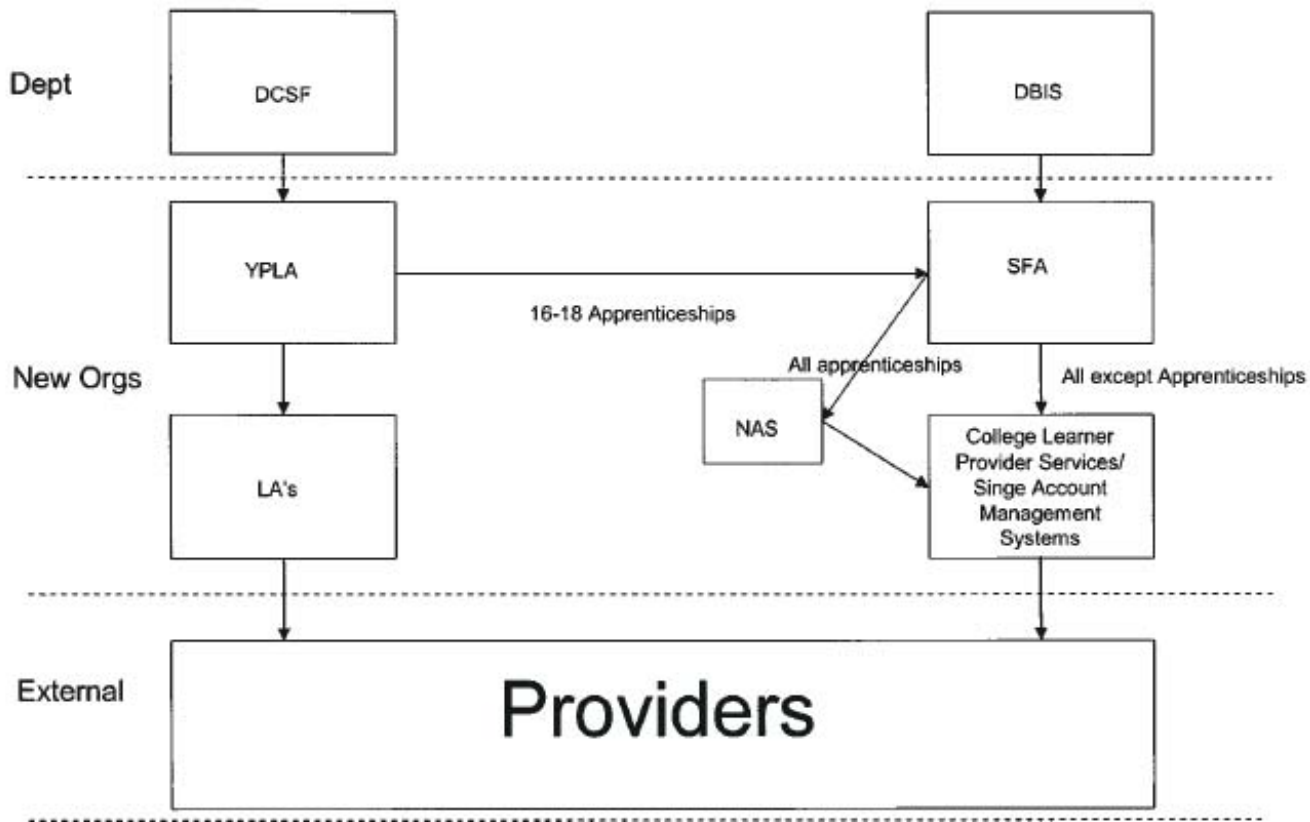
Key issues and challenges



Post April



FE (SFA/YPLA) Funds Flow



Delivering new Models GTA / ATA

GTA

The model involves a group of employers in a particular industry sector recognising the need to create a pool of Apprentices from which they can hire an Apprentice or Apprentices. Each Apprentice is employed full time by the GTA and has a Contract of Employment. The employers recognise that no single organisation can employ an Apprentice full time, but choose to pay a negotiated amount in to the Apprentice pool and call off Apprentice time for the agreed number of days /weeks/months in the year.

In this way the pot of money supporting the Apprentices is sufficient to pay them all the year round, and it is up to the employers to call off time commensurate to the amount of time they have agreed to buy from the GTA pot.

Delivering new Models GTA / ATA

ATA

The lead organisation of an ATA, for example a Further Education College, employs the Apprentice, who has a Contract of Employment. The lead organisation, just like a recruitment agency, seeks to hire out the Apprentice to interested organisations on a daily/weekly/monthly rate. The ATA has to break even, which can be difficult because margins are tight.

Innovative models, in addition to the daily, weekly, monthly charge out rate (including administration / management costs) include such ideas as charging a 'finders fee', also known as temp. to permanent arrangement fee e.g. if the employer really wants to employ an Apprentice they pay, say 10% of the first year salary, by way of an introduction fee, into the ATA.

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Performance at Period 2

Performance as at Period 2

National Position

Starts

16-18	Profile	43,900	Actual	23,900
19-24	Profile	23,500	Actual	15,600
25+	Profile	7,500	Actual	5,900

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Why Apprenticeships?

Why Apprenticeships?

LSC research conducted in February 2008 by Populus to launch the first National Apprenticeship Week revealed:

- 77% of employers believe Apprenticeships make them more competitive
- 76% say that Apprenticeships provide higher overall productivity
- 80% feel that Apprenticeships reduce staff turnover
- 83% of employers rely on their Apprenticeships programme to provide the skilled workers that they need for the future

Why Apprenticeships?

- Two-thirds of respondents believe that their Apprenticeship programme helps them fill vacancies more quickly, whilst 88% believe that Apprenticeships lead to a more motivated and satisfied workforce.
- 59% report that training Apprentices is more cost-effective than hiring skilled staff, with 59% believing that Apprenticeships lead to lower overall training costs and 53% feeling that they reduce recruitment costs.

Why Apprenticeships?

- In terms of the return on investment linked to Apprenticeships, 41% say that their Apprentices make a valuable contribution to the business during their training period, while a further third (33%) report that Apprentices add value within their first few weeks (or even from day one).
- 57% report a high proportion of their Apprentices going on to management positions within the company.
- Over three-quarters of respondents expect Apprenticeships to play a bigger part in their recruitment policy in the future.

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Any Questions?

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Q1 Review of contracts for 09/10

Carolyn Savage, Learner Services Director – East Midlands

Shadowing and transition to the new arrangements

- Shadow structures until March 10
- Handover of contracts from Partnership teams to new SFA Provider Services Team
- Quarter 1 review 09/10 lead by Partnership teams shadowed by SFA Provider services
- Hand over to SFA Provider services by end December 09

Shadowing and transition to the new arrangements

- Roles and responsibilities under the new arrangements
- NAS are part of the SFA
- NAS hold the budget and have end to end responsibility for delivery and the targets
- NAS outward facing to increase Employers and priority learners e.g 16 to 18
- SFA Provider Services responsible for Contracting and Provider Performance Management

Shadowing and transition to the new arrangements

- New Single Account Management and SAMIS - (Single Account Management System)
- SFA Provider services, 'Performance Management' and not 'Partnership Management'
- Intervention proportionate to the risk
- Contract variation decisions based on data and performance against profile

ER Quarter one review process for 09/10

- New conditions in 09/10 contract
- Providers to manage in year delivery against profiles and targets for Financial year and Academic year
- Providers to manage within MCV, but if can deliver more 16 to 18 to discuss with Partnership Manager/Provider Services in advance
- Critical that providers submit timely and accurate data

ER Quarter one review process for 09/10

“Where the Council identifies that the Contractor is failing to deliver the volumes for any Learning Programme...it reserves the right in its absolute discretion to reduce the overall maximum value for that Learning Programme”

ER Quarter one review process for 09/10

- Objective to maximise delivery within financial resources
- SAMIS will bring together provider profiles (from AMPS) and Period 3 ILR data from 13th November freeze.
- Recognition that some provider profiles are not accurate and re-profiles received from some within MCV
- 16 to 18 remain a priority
- New GTA/ATA's to be funded from recovered funding nationally

ER Quarter one review for 09/10

Timelines

- 13 November ILR data and AMPS Provider Profiles
- 16 to 27 November LSC assess provider performance against profile
- Provider cases for under/over performance to NAS Regional Team
- W/C 30 November NAS Regional Directors submit **recommendations to NAS National Executive**
- 16 December onwards NAS Executive agrees overall position and contract changes
- Providers informed of any contract changes
- Contract Variations issued to providers by end of January 10

ER Quarter one review for 09/10

- Not all providers will receive a 'face to face' visit, all will be reviewed
- SAMIS will identify those providers who are above/below the tolerances and who require a 'face to face' to visit
- Under performance up to Q1, will almost always result in an adjustment to the overall MCV
- It can not be assumed that providers will automatically 'catch up' on under performance
- Tolerances +/-10% between actual and profiled spend

ER Quarter one review for 09/10

- Contract Variations where under or over performance is greater than a cash value of £10,000 for each funding line @ Quarter One review
- 'Forecast carry over' learners V 'actual carry over' for 08/09
- Priority starts waiting
- Non priority starts for 25+
- Provider exceptional circumstances may be identified, to be presented by the 30th November to Regional NAS Director

Apprenticeship policy on new starts 09/10 FY

- 16 to 18 is still the absolute priority and providers should be refocusing their activity to engage. **All 16 to 18 to be funded, subject to national affordability.**
- What are providers doing to engage 16 to 18 'post 16 learners' who may drop out in January 10?
- 19 to 24 funds will be re-distributed from under performing providers to good performing providers with capacity and priority starts waiting, although no guarantee that all 'starts waiting' can be funded
- NAS Regional Directors have the discretion to re-distribute within region up to 10% of their overall budget for this age group.
- 25+ No more starts in the financial year unless on the 'approved NHS list' and approved by LSC or SFA

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ESF Apprenticeship

Redundancy Project

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ESF Apprentices Redeployment Support Programme

Starting December 2009

Aim

To provide up to 800 apprentices in the East Midlands who have been made redundant or have been issued with a notice of redundancy, alternative employment and to enable them to complete their framework and enhance their opportunity to secure sustainable employment.

(sustainable employment means at least 13 weeks in continuous employment of at least 16 hours per week)

Offer

The offer to apprentices includes a range of measures including:-

- Identify Apprentices and determine the support required to complete Framework and increase their opportunities to secure sustainable employment
- Identify employers able to offer employment including 4 week trial placements
- Work with provider and employer to provide apprentices with a mentor, induction and health and safety training
- Ensure all Apprentices are informed of allowances available for their age group
- Sign posting to services offered by other statutory agencies

Eligible Apprentices

Redundant Apprentices or those issued with a Notice of Redundancy who:

- have had employed status
- are near completing their Framework
- lost training placement

Delivery in Nottinghamshire, Leicestershire, Northamptonshire, Derbyshire and Lincolnshire & Rutland to all sectors.

Contact

Delivery by JHP Employability Contact Contracts Manger Karen Hall

Email – Karen.hall@jhpemployability.com

Telephone Number – 0115 950 0055

During December JHP will contact all providers who have recorded redundant apprentices on the MI returns from the previous East Midlands redeployment project to offer them support.

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Diversity in Apprenticeships

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Procurement Round

- Prospectus launched on Bravo - 6 November 2009
- Closing date for the PQQ – 7 December 2009
- Regional scoring taking place between 8 and 24 December 2009
- All providers informed if successful/unsuccessful by 4 January 2010
- ITT published 11 January 2010 with return date of 15 February 2010
- Regional presentation to selection panel between 8 – 19 March 2010
- Contract start date 10 April 2010
- Nationally up to £2.3m over one financial year
- 8-10 projects to be supported nationally
- Minimum of 150 atypical learners per project

Diversity in Apprenticeships

Proposals that will be welcomed:

- Increase atypical and under-represented groups in Apprenticeships
- Work with employers
- Work with Training Providers and Colleges that deliver Apprenticeships

Diversity in Apprenticeships

Also welcomed are proposals that address:

- Sector gender imbalances
- Broadening the diversity of employers' workforce
- Community focus
- Preparing under represented groups aged 16-18 for Apprenticeships

East Midlands Priorities

- BME particularly in relation to engineering, motor vehicle and construction
- Gender
 - Males into childcare and health
 - Females into engineering, motor vehicles and construction
- We would particularly welcome projects that focus on the East Midlands 3 major cities: Nottingham, Leicester and Derby

For more information contact Richard Kirkland

Tel: 07789273612

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Group Training Association &

Apprenticeship Training Association

Contracts

GTA/ATA Pilot

Objective:

- to trial innovative ways of increasing the number of employed Apprentices
- £ 7 million to support 10 to 15 pilots in England (not including programme funding)
- Several GTA's already in existence in England, but only one ATA (the London Apprenticeship Company)

GTA/ATA Pilot



Two successful applications from the East Midlands –

- West Nottinghamshire College – focus 16 to 18 year olds – 1500 starts over two years – specifically engineering related to rail and passenger transport. National coverage.
- Leicester College – focus 16 to 18 year olds – 400 starts over two years – public sector focus, specifically City, County, Borough and District Councils; Schools and Children’s Workforce within Leicester City and Leicestershire.

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Apprenticeship Vacancies

On Line

Developments

Apprenticeship Vacancies Online

- 98% of Regional Providers have registered and completed their employer and candidate profile.
- Over 60% of Providers are regularly putting vacancies on the system
- East Midlands progress at the end of October:
 - 877 employers have posted a vacancy
 - 1890 Vacancies have been posted
 - 15984 Candidates have registered
 - 3546 Candidate have applied (9250 applications)
 - 84% of Candidates are aged 16-24
 - 166 Candidates successful (many more in the pipeline)

Apprenticeship Vacancies Online

To continue this success we need you to:-

- Put all your vacancies on Apprenticeship Vacancies on line
- Ensure you manage all applications through to successful and ILR start
- Revisit your profiles to ensure they are Employer and Candidate friendly
- Ensure all the sectors you deliver are on your profile and success rates are updated to 2008/09 levels
- Ensure you have more than one Apprenticeship Vacancies administrator to enable coverage for absence
- Ensure all e2e and FT progression provision look on Apprenticeship Vacancies for progression opportunities

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Any Questions?

Please complete your Feedback sheets

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Thank you

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