

8<sup>th</sup> October 2013

## Southwark apprenticeship scheme – Education, Children’s & Leisure Scrutiny Committee update briefing.

### Summary overview

The Southwark apprenticeship scheme has continued to grow in its reputation and success – not just in numbers, but in the quality of the people who complete their learning framework and the successful outcomes post completion by securing employment or continuing with higher education.

Southwark’s scheme does not use ATA’s (Apprenticeship Training Agencies), but has sourced high performing academic institutions to provide high quality skills learning. The Southwark Scheme also provides additional bespoke group learning activities to enhance people’s knowledge and future employability, e.g. presentation and public speaking, attending Houses of Parliament and political awareness, creating media for local community issues (last activity was with the Alzheimer’s Society – raising awareness of young people caring for people in our community). This approach of ensuring quality academic learning with enhanced group work learning has significantly contributed to the successful outcome of the apprenticeship into future employment.

The Customer Service Centre apprentices (40 appointments) have already proven to be a valuable resource, praised by senior management as a success. They have been instrumental to the new service set-up, providing a fresh approach to growing future talent in this key area.

The scheme provides diversity of roles and potential future career occupations.

The scheme continues with its success to engage appointment and see successful employment outcomes with young people leaving care – the only London Borough to have such a record.

The scheme provides diversity in the people engaged and is not age limiting.

This year in partnership with the Camden Society 6 young people with learning difficulties were provided with a specific designed apprenticeship learning opportunity.

At present apprenticeship posts for Care Home Management and Care Nursing are being developed for the Care Home sector in Southwark to promote this as a career pathway. This is being development in conjunction with CCG and our Care Home Providers.

The scheme’s reputation has resulted in a number of boroughs seeking our advice and support and has enabled us to commence constructive dialogue to influence other larger employers in borough to consider joining our scheme (or signing up to the principals). For 2014, the target is to further these conversations, particularly with those based in Tooley Street.

## Key 'outcome' facts about the scheme:

- **291** appointments into the scheme
- **101** apprentices moved into employment on leaving the scheme
- **128** apprentices are currently on programme
- **48** progressed to a higher level apprenticeship qualification or University
- **144** to date have successfully completed their full qualification framework

## Current apprentices on programme

At present there are 128 people currently on their apprenticeship programme.

23 apprentices will complete their full framework qualification in October 2013.

- 8 have already secured permanent employment (4 with the council and 4 with our contractors).
- 11 will be progressing to a higher level of apprenticeship qualification.
- 1 person will be going to higher education

There is confidence that the remaining apprentices will secure employment either with the council or an employer in the borough.

## Planned apprenticeship recruitment

Between November 2013 and January 2014 a further 30 to 40 new apprentices are planned to be recruited to the scheme.

## Detailed data analysis

A breakdown of all participants by subject and employer is detailed in **Table 1**

An analysis of gender composition is detailed in **Table 2**

**John Howard**  
**Head of Organisational Development**

## Apprentices engaged under Southwark Scheme

Table 1

	Number recruited from August 2005 to August 2013		Current apprentices
	Council	Partners / Contractors	
Accounting	1	3	0
Business Administration	100	15	43
Carpentry	0	8	1
Civil Engineering	2	0	2
Customer Services	71	15	54
Electrician	9	10	8
Health & Social Care	9	0	0
Heating & Ventilation Engineer	0	4	1
HGV Mechanics	1	0	0
Information Technology	2	5	1
Local Taxation	2	0	2
Marketing	1	0	0
Painting & Decorating	0	1	1
Plastering	0	3	0
Plumbing	1	9	4
Project Management	1	1	2
Public Administration	4	0	0
Signmaker	1	0	1
Surveying	2	2	3
Youth Work	11	0	2
Total	218	73	91
<b>Grand Total</b>	<b>291</b>		<b>128</b>

## Gender composition analysis

Table 2

	Council	Contractor / Partner	Total
Female	123	28	151 (52%)
Male	105	35	140 (48%)