

Apprenticeship Levy Report

Kent County Council

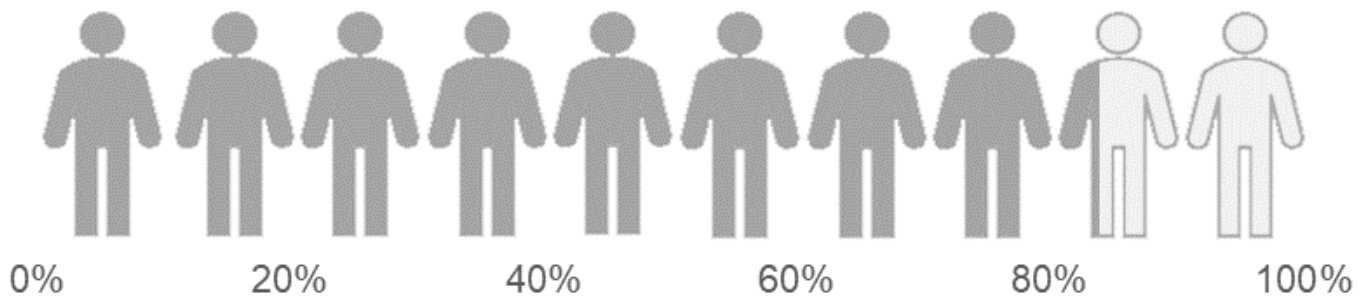
2020-21

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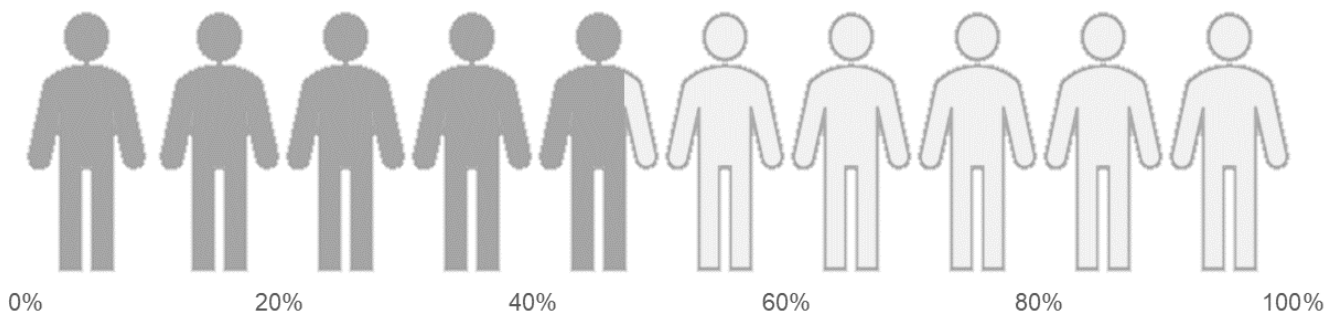


2019-20



Total number of apprenticeship starts	394
Target	469
% complete in comparison to the target	84%
% comparison to 2.3% public sector target	1.9%

2020-21



Total number of apprenticeship starts	272
Target	576
% complete in comparison to the target	47%
% comparison to 2.3% public sector target	1.3%

Please note that the above figures include Kent Schools which are defined as community and voluntary controlled schools only and Kent County Council's (KCC) local authority trading companies: Commercial Services, GEN2, Invicta Law, Cantium Business Solutions and The Education People.

Kent County Council's (KCC) response to the introduction of the Apprenticeship Levy has been to focus on increasing the number of new apprentices into the organisation, identify learning pathways based on apprenticeship standards and to offer professional development via apprenticeship training.

Performance in 2020/2021 has been affected by the global pandemic caused by covid 19; however, despite this, KCC (excluding schools) achieved 162 (75% public sector target) apprenticeship training starts. Progress in schools remains slow at 34% - down from 46% in 2019/2020.

The focus for 2020/2021 has been the continued expansion of the utilisation of apprenticeship training to support talent management, succession planning, workforce planning & development and professional development.

The redesigned Kent Graduate programme which offers profession-based schemes with apprenticeship training integrated within the streams continues to flourish winning 'The Job Crowd' 'Top Company for graduates to work for' and reaching the finals of the ISE awards.

A further 2 cohorts joined the scheme during this year- 10 new graduates took up training posts accessing apprenticeship training via the KCC levy in professional areas such as Project Management, Business Improvement, Commercial Procurement and Accounting & Finance.

Our Social Work degree apprentices continue on programme and are progressing well, we are looking forward to their graduation next year.

The mobilisation of the Social Work degree has enabled KCC to take a cohort approach and 24 existing staff have started to study for a Social Work degree qualification.

KCC has identified opportunities to switch traditional professional development to Apprenticeship training and new activity for this year would be utilisation of the Project management degree and Accountancy Taxation Professional apprenticeships.

We have also adopted a more 'cohort' approach to the management of our programmes, to enable the development of support networks and to drive value from the training contracts.

KCC is extending an offer to other employers to share in its levy funding; employers are asked to identify how the development of their staff will support the achievement of KCC's strategic outcomes. We are currently supporting 133 employees across 51 employers, with a further 89 employees in the pipeline.