

Young People's Education and Skills: Apprenticeship Sub-Group

AGENDA

Chair: Rebecca Davey **Title:** Assistant Director – Employment, Business and Skills, London Borough of Waltham Forest

Date: 01 December 2022 **Time:** 10.00 – 11.30 via Teams

Officer: Amin Aboushagor **Email:** Amin.aboushagor@londoncouncils.gov.uk

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| Item 1. Welcome, introductions and apologies | Rebecca Davey
Chair (2 mins) |
| Item 2. Notes of the last meeting and matters arising | Rebecca Davey
Chair (3 mins) |
| Item 3. London Borough Apprenticeship Awards Reflections | All (5 mins) |
| Item 4. London Borough Apprenticeship Survey Results | Amin Aboushagor (30 mins) |
| Item 5. Increasing Young & Diverse Apprenticeships Update | Amin Aboushagor (10 mins) |
| Item 6. London Progression Collaboration Apprenticeships | Jack Shaw (15 mins) |
| Item 7. Updates and Discussion: | |
| <ul style="list-style-type: none"> Local Government Association (LGA) | Jamie Saddler
LGA (5 mins) |
| <ul style="list-style-type: none"> ASG members | All (15 mins) |
| Item 8. AOB, close and next meeting | Rebecca Davey
Chair (5 mins) |
- Date of next meeting: 23 March 2023, 10.00am – 11.30am**

Young People's Education and Skills (YPES)

Apprenticeship Sub-Group

Date 15 September 2022 **Venue** Via Teams

Meeting Chair Rebecca Davey, Head of Business Growth, Employment, London Borough of Waltham Forest

Contact Officer: Anna-Maria Volpicelli

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Attendance:

Members

Alan Galloway	London Borough of Hillingdon
Andile Artino	London Borough of Hackney
Anthony Hartigan	London Borough of Redbridge
Anthony Ristic	London Borough of Lambeth
Carol Stewart	London Borough of Lewisham
Caroline Odogwu	City of Westminster
Cate Gachet	London Borough of Merton
Cheryl Jones	London Borough of Bexley
Jack Biggs	London Borough of Hammersmith and Fulham
Jan Elkin	London Borough of Richmond and Wandsworth
Jo Robertson	London Borough of Hounslow
Joanne Maunton	London Borough of Camden
Katie Compton	London Borough of Croydon
Madu Ramnauth	London Borough of Barnet
Mark Hunte	London Borough of Enfield
Michelle Fitzgerald	London Borough of Brent
Nyna Souri	London Borough of Havering
Oli Newnam	London Borough of Southwark
Rachel Lyus	London Borough of Barking and Dagenham
Rachel Melvin	London Borough of Southwark
Rebecca Davey	London Borough of Waltham Forest
(Chair)	
Ripon Miah	London Borough of Tower Hamlets
Sarah-Jane Marcello	London Borough of Hackney

Simona Beinoraviciute	Royal Borough of Kensington and Chelsea
Susan Pieterse	Royal Borough of Kensington and Chelsea
Vanita Nicholls	London Borough of Ealing
Varsha Mistry Hand	London Borough of Havering

In attendance

Jamie Saddler	Local Government Association
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Officers

Amin Aboushagor	London Councils
Anna-Maria Volpicelli	London Councils
Dianna Neal	London Councils

Apologies

Huma Hadi	London Borough of Lewisham
Karen Taylor	London Borough of Enfield
Katharine Owen	Onesource, London Boroughs of Havering and Newham
Melody Thornton	London Borough of Waltham Forest
Rebecca Heptinstall	London Borough of Islington
Subash Sachania	Department for Education
Sukhbir Sahans	London Borough of Ealing
Terrence McKnight	City of Westminster
Victoria Isaacs	London Borough of Harrow

1. Welcome, introductions, and apologies

- 1.1 Rebecca Davey, Chair, welcomed members to the meeting. Oli Newnam, Strategy Support Officer, Southwark, introduced himself as a new member. Rebecca advised that the Apprenticeship Awards ceremony originally scheduled for 16th September was cancelled as a celebration event did not feel right during the period of national mourning, but it would be re-scheduled shortly.

2. Notes of the last meeting and matters arising

- 2.1 The notes of the last meeting were agreed, and Amin advised that the only action recorded was regarding apprenticeship survey data points, which is an item on today's agenda.

3. Increasing Young & Diverse Apprenticeships

- 3.1 Following discussions at the last meeting, it was agreed to have a more in-depth item on the decreasing and steady decline of young and diverse apprenticeships. Amin highlighted the context from a strategic viewpoint, noting the increase in youth unemployment in London, the impact of the pandemic on the economy, and the corresponding exacerbated inequalities. To try and address the issues, London Councils and the GLA are committed to the Building a Fairer City Action Plan, which hopes to address these inequalities.
- 3.2 Amin introduced some of the statistical data, showing a significant drop for both 16-18 and 19-24 year-old age groups since the levy was introduced. However, for people aged 25+, there has been a 178% increase. Current data shows just under 3% of 16-24 year-olds are employed by local government, and this needs to be improved.
- 3.3 The inflexibility of the levy, along with the loss of government financial incentives to hire young apprentices and lack of promotion in schools, are only some of the barriers facing boroughs when considering ways to increase the number of young and diverse borough apprentices. There are managers who feel that some young people are not job-ready and may require either additional pre-employment or in-employment support. A main barrier, which has been much discussed, is the loss of some popular entry level L2 apprenticeships, such as the L2 Business Administration apprenticeship.
- 3.4 Recruiting young and diverse apprentices can address both skills and staff shortages within our sector, creating a pipeline of younger talent ready to step into roles within local government. Employing young and diverse apprentices is financially beneficial, supports residents, boosts the local economy, and will help boroughs to reflect the make-up of their communities.
- 3.5 Amin ran through proposals for a campaign to promote young and diverse apprenticeships, opening with an event in November/December. We are keen to hear if colleagues think setting collective voluntary targets would help to drive up recruitment in this area, and we would be happy to receive and share examples of good practice and case studies.
- 3.6 Amin ended the presentation with two questions for colleagues: If London Councils was to set up a resource hub, what would colleagues want to see in there? Are LC's proposed actions/campaign enough?
- 3.7 Rebecca thanked Amin and asked if anyone had any feedback or practical ideas they would be happy to share. Cheryl (Bexley) advised that they do not struggle to

recruit at this age group, but schools have much to do to promote apprenticeships as an alternate career path option. For her, the issue lies with the quality of training providers, being able to offer suitable job progression, and gaps in the offer of provision, which should equate to roles required within local government e.g. Town Planning.

- 3.8 Amin asked if it would be helpful to get a group of members together to look at the use of career graded job descriptions.
- 3.9 Alan (Hillingdon) agreed with Cheryl that the recruitment of young and diverse apprentices is not a particular problem for his borough but progression, schools not promoting apprenticeships enough, and an increase in the uptake of 'T' Levels have had an impact in this age range. Amin said he would speak to Peter O'Brien, Commissioning Manager, Children, Education and Young People to connect with post-16 colleagues.
- 3.10 Sarah (Hackney) said there is not enough co-ordination of information and a lot of mixed messages in terms of what is on offer and where. She is looking at designing a young people's matrix to help them navigate through it all. There is also an issue with providers advising employers that they only need to pay the NMW for an apprentice, which makes it harder for the council to persuade them to pay the LLW. Rebecca advised that 21 out of the 33 boroughs pay the LLW, but there should be some consideration of the impact a higher rate of pay might have on families who are also in receipt of benefits.
- 3.11 Rachel (Southwark) advised that at a Southwark cabinet, meeting the possibility of progressing internships into an apprenticeship was discussed. For Town Planning, they recruit people in at L4 and have designed a toolkit for managers with a list of service areas and what type of apprenticeship is suitable and available in that area.
- 3.12 Rebecca noted the positive feedback and suggested that this item is carried over to the next meeting.

Action: Young and diverse apprenticeships to be on agenda on at 1st December meeting.

4. London Borough Apprenticeship Survey Data Points

- 4.1 Amin advised that the combined pay-scales and data points survey would be launched on 3rd October and will be open for a month. Analysis will take place in

November, and the final report will be presented at December's ASG meeting. Because of the tight timings, we will have to be strict on the deadline date.

- 4.2 Speaking to the paper, Amin highlighted several new data points that have been introduced, which are highlighted in bold on the paper. Under 'number of apprenticeship starts' care leavers has been added (how many), under ethnicity, 'unknown' has been added (age breakdown), and what age the apprentice is when they complete the apprenticeship, which will help to gain a better understanding and be useful for analysis purposes.
- 4.3 At a meeting of the Greater London Forum, Amin spoke about the pay-scales survey and members wanted to know how many members of staff completed a L4+ apprenticeship, so this has been included under 'existing staff apprenticeship completions' (37).
- 4.4 Amin asked colleagues to suggest any additions they might like to see or equally, anything they think could be removed. Rebecca added that the collection of this data is very meaningful, but we are conscious that the exercise should not be overwhelming in terms of time needed and effort to complete. Jack (Hammersmith and Fulham) advised the exercise was really helpful as a benchmarking exercise. Dianna added that we hope to set out how each borough is performing and that we can look at what would be helpful for boroughs for benchmarking purposes. Rebecca suggested that colleagues should let Amin know what benchmarking points would be most helpful to have, and as there were no further comments on the data points listed in the paper, the meeting agreed that the datapoints should be adopted for the survey.

5. London Borough Apprenticeship Awards 2022

- 5.1 Speaking to a presentation, Amin ran through a review of this year's process. Following ASG members feedback, the time scale for nominations was increased by a month with scoring taking place in June, and shortlisting announced in early August.
- 5.2 22 boroughs and the City of London submitted nominations and of these, 14 were from outer London boroughs. There was a total of 64 nominations, of which 25 were shortlisted (40%). In comparison, this is up from last year, but still down from previous years.
- 5.3 With an extended window for nominations, Amin said he had hoped to see more boroughs submit nominations earlier, and noted some observations made throughout the process. This included finding that several nominations had

exceeded the word count, which then had to be cut, thus affecting the quality of those nominations. There were also some nominations where not all the questions for their category were completed, which led to these being marked down.

- 5.4 Amin ended the presentation with a series of questions for colleagues. Cheryl (Bexley) said the feedback was useful, and said she finds the Awards process feels as though it comes around quite quickly. She had an apprentice that she wanted to put forward for the 'best progression' category, but they didn't quite meet the stringent criteria. Since apprenticeships now range up to L7, it would be really helpful to include them as part of the progression. There was a suggestion of a category around the apprenticeship levy as well as a comment on how the wider apprenticeship context has changed significantly since the Awards first started.
- 5.5 Rebecca noted the suggestions made, and Amin added that colleagues were welcome to get in touch about any of the presentations made.

6. Updates and Discussion

Jamie Saddler, LGA

- 6.1 The LGA has written to the new Minister for Skills, Further and Higher Education, Andrea Jenkyns requesting a meeting. They received an encouraging response and agreed to wait until portfolios have been finalised to set a meeting date.
- 6.2 The LGA annual survey is bigger this year and includes more data points (including demographics) which has taken it longer to set up. However, it will be published in October and details will be included in the regular LGA newsletter. Participating boroughs will receive an individualised borough report showing how they are faring against other boroughs. Another short survey is currently open to receive feedback on The Local Government Apprentice of the Year event held in March. They are hoping to find out what colleagues thought went well, why they took part, whether people feel it is fit for purpose, and whether they should expand it in future years. They would welcome feedback from people whether they participated or not as it is helpful to receive a wide range of views.

ASG members

- 6.3 Jo (Hounslow) related how one of their training providers had gone into liquidation with 38 apprentices and how she struggled to find someone to speak to at the ESFA, particularly about the complexity of the situation (including the fact that all

materials were lost with the company). She was eventually able to find a team to speak to but expressed her disappointment at the lack of a specific point of contact at the ESFA to help when something like this when it happens. Furthermore, she was unable to recoup funding spent on the collapsed training provider. There was a consensus in the meeting chat on these points, and Jo added that there should be a trigger for extraordinary situations like this. Jo also suggested that perhaps there should be a liquidation administrator and that the ESFA should investigate this further.

- 6.4 Cheryl (Bexley) advised that they had experienced three providers going into liquidation. Bob (Hackney) said that he has also found a lack of support with training provider issues, and when learners are struggling, they are unable to move them over to another provider that might be more suitable or offer a better quality of provision. Sarah-Jane (Hackney) added that perhaps at the first sign of trouble, funding could be paused to incentivise the provider to focus on addressing any problems.
- 6.5 Joanne (Camden) said 16-24-year-olds are struggling between the new funding rules for older apprentices and mixed messages with funding criteria. They have experienced a provider unwilling to take on people with six months of experience and it is unclear whether this is a formal rule or a cautious interpretation. Jan (Richmond and Wandsworth) feels providers are being more cautious about who they are taking on as they want 'completions' due to the significant loss of income for providers when an apprenticeship is unsuccessful.

Action: Discussions/mapping exercise on quality of providers, which are being used and what to do if it goes wrong to take place at a future meeting.

Item 7. AOB

- 7.1 Rebecca asked the group whether future meetings should be held in-person, hybrid, or virtually. Some attendees expressed an interest in hybrid.

Date of next meeting: Thursday 1 December 2022, 10-11.30am via Teams

Young People's Education and Skills: Apprenticeship Sub-Group

Item 4. Analysis of London Borough Apprenticeship Data 2021-22

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Summary: In October-November 2022, London Councils collected data on apprenticeships created by London boroughs during the 2021-22 financial year. Data was provided on apprenticeship starts, apprenticeship completions, progression from apprenticeships, apprenticeship levy spend and levels of apprentice pay. To supplement the primary returns, subcategories of data were also collected, including age, ethnicity, disability, and level of apprenticeship. Additional datapoints collected for the first time this year include:

- Care leavers
- Age breakdowns for gender, disability, ethnicity, and completions
- An additional "Unknown" field for the ethnicity subcategory
- Existing staff apprenticeship completions that were on L4+ apprenticeships

This year, only 29/33 (87%) London boroughs submitted returns, ending a four-year long streak of 100% borough responses to the survey.

The data submitted shows that London boroughs generated a total of 2,152 apprenticeships between April 2021 and March 2022. By contrast, in 2020/21, the same boroughs created 2,925 apprentices representing a proportional 27% decline year on year¹. Boroughs directly employed 1,376 apprentices this year, almost identical to the 1,382 created in 2020/21. Continuing with the trend from last year, a significant majority (68%) of overall apprentice starts are existing staff members.

Apprentices aged 25+ remain the largest age group among apprenticeship starts, comprising 77% of the total apprentice start population. Directly employed 16-24 apprenticeship starts remained static year on year, constituting 23% of all new apprentices,

¹ All 2020/21 comparison figures relate to the 29 boroughs who responded to the survey this year.

and continuing a year-on-year decline since the introduction of the levy. Since 2017-18, the number of directly employed apprentices aged 16-18 and 19-24 has declined substantially, falling by 85% and 65% respectively. The ethnic breakdown of apprentice starts in 2021-22 was recorded as follows: White (22%), Black African/ Caribbean/ Black British (18%), Asian/ Asian British (14%), Mixed/ Multiple Ethnic Background (5%), Other Ethnic Group (2%), Unknown (22%).

The entry level for new apprentices revealed a mixed picture. Proportionately to last year, Level 2 apprenticeships decreased by 12%, Level 3 starts remained static, Level 4-5 starts decreased by 6%, and Level 6-7 apprenticeships rose by 9%².

Data was also collected on apprenticeship completion and progression. In 2021-22 a total of 459 apprentice completions were recorded. Of the new apprentices who had reached completion, 65% went onto a job in the council. 44% of existing staff who undertook and completed apprenticeships in 2021-22 completed apprenticeships of Level 4 and above.

Regarding the types of apprenticeships created, this year's data revealed that proportionately to last year, the number of directly recruited apprentices remained static. ATA apprentice starts remained static at near zero, continuing the lack of ATA usage by boroughs for apprenticeship recruitment since the levy was introduced. School apprenticeships declined by 13%, continuing a year-on-year decline. Apprenticeships created by levy transfers, however, have halved from last year, despite boroughs making more use of their levy this year. Council supply-chain businesses created apprenticeships decreased by 40%, continuing a consistent decline since the introduction of the levy. Additionally, apprenticeships created by local businesses reduced by 74%.

Between April 2021 – March 2022, a total of £43.5m was available to London boroughs via the apprenticeship levy. £20.6m (47%) was spent, leaving £22.9m unspent (53%). While this continues a year-on-year increase in the percentage of apprenticeship levy spent by boroughs, underutilisation of a majority of levy funds remains a significant issue. However, the proportion of apprenticeship levy used has increased year-on-year between 2019 and 2022.

Hourly apprenticeship pay continues to vary considerably across London boroughs, ranging from £5.75 to £14.79, depending upon the level of study. 23/29 boroughs currently pay at

² All 2020/21 comparison figures relate to the 29 boroughs who responded to the survey this year.

least the London Living Wage (LLW) to their apprentices, up from 21 last year, depending also upon the level of study.³

Recommendations: That the group:

1. notes the emerging trends outlined in this analysis.
2. comments on additional ways to use the data.
3. considers what, if any, actions should be taken as a result of this year's data.

Background

1. London Councils collects data annually from all London boroughs on their apprentices and their demographics, including figures for:
 - The number of apprentices directly employed by boroughs, specifying how many of these apprentices are newly recruited to the council, and how many are existing members of staff
 - The number of apprentices employed by maintained schools
 - The number of apprentices recruited by contractors delivering services on behalf of a borough
 - The number of apprentices placed with ATAs where boroughs pay the salary and provide the placements for but do not employ the apprentice
 - For those apprentices employed directly by the borough and within schools, we also recorded information on the age, ethnicity, level of apprenticeship, the number of apprentices who were previously not in education, employment or training (NEET), and the number who have declared a disability.
 - Data was also collected on apprenticeship completions and progression, including the destination of apprentices following completion, in addition to age breakdown. Finally, we requested that boroughs report their apprenticeship hourly pay at each level of study.
2. This year's data collection was carried out in October-November 2022. London Councils received responses from 29/33 (87%) boroughs, a decrease of four boroughs from the past four years.

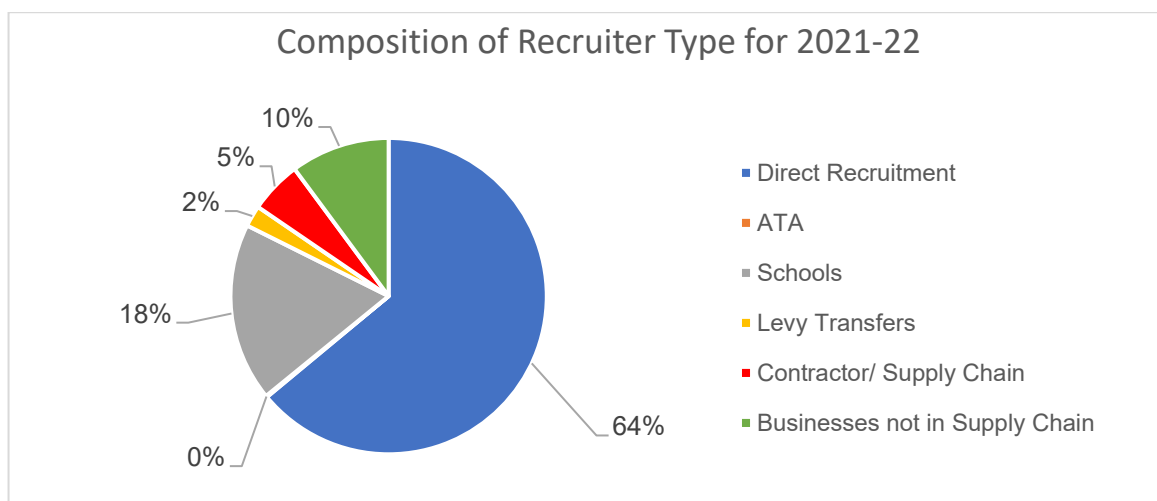
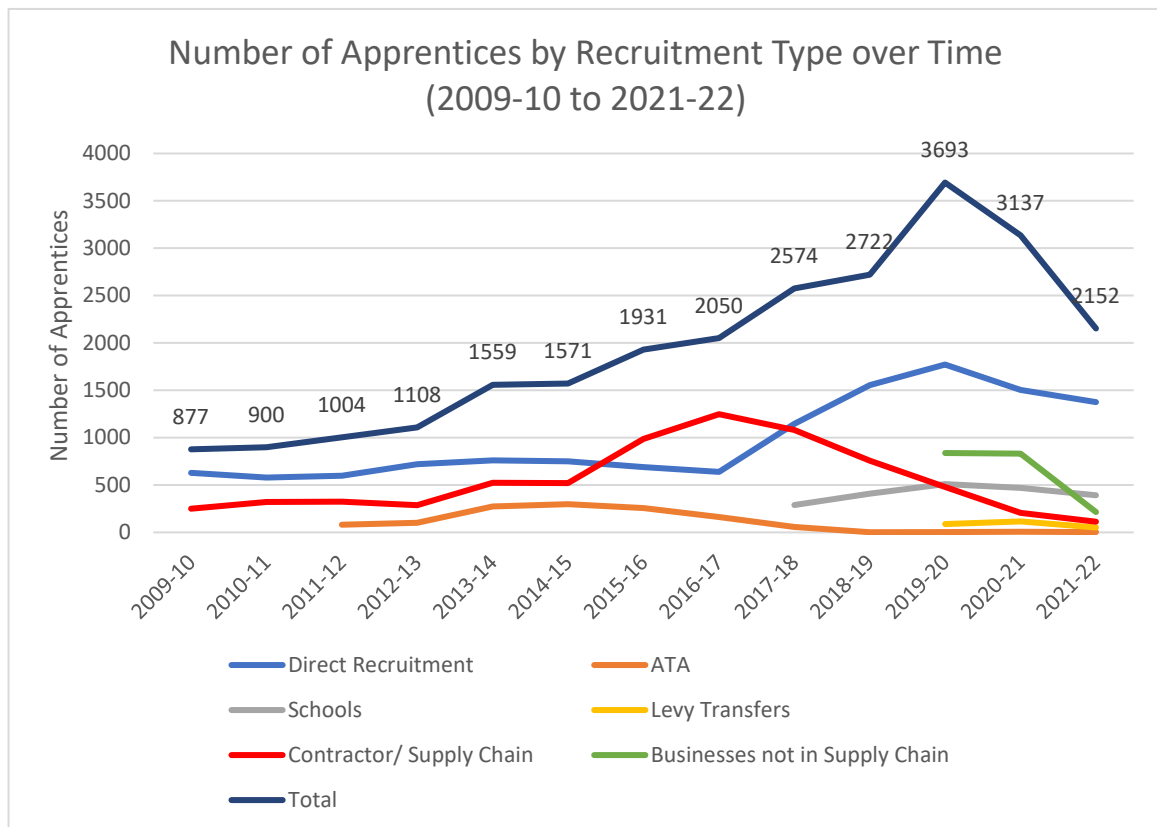
³ The 2021/22 London Living Wage is £11.05, which is used when referring to the LLW in this report. In September 2022, the LLW was increased to £11.95. Boroughs are in the process of increasing apprentice pay to the new LLW level by May 2023.

Trends: Apprenticeship Starts

3. The data submitted shows that London boroughs generated a total of 2,152 apprenticeships during the 2021-22 financial year, a decline of 985 from the previous year. While the numerical drop can likely be attributable to the lower survey response rate received this year, when proportionately compared to the number of apprenticeships created in 2020-21 (i.e. data from the 29 boroughs who completed the survey in 2021-22 compared only with their data from 2020—21), the number of total apprenticeships is down 27% year-on-year 2020/21.

4. Regarding the types of apprenticeships created, this year's data revealed that proportionately to last year, the number of directly recruited apprentices remained static. ATA apprentice starts remained static near zero, continuing the lack of ATA usage by boroughs for apprenticeship recruitment since the levy was introduced. School apprenticeships declined by 13%, continuing a year-on-year decline. Apprenticeships created by levy transfers, however, have halved from last year, despite boroughs making more use of their levy this year. Council supply chain businesses created apprenticeships decreased by 40%, continuing a consistent decline since the introduction of the levy. Additionally, apprenticeships created by local businesses reduced by 74%⁴. Boroughs directly employed 1,376 apprentices in 2021-22, almost identical to the 1382 created in 2020/21. 2021-22 saw a very large decrease (74%) in the number of apprentices recruited by businesses not in the supply chain from the previous year.

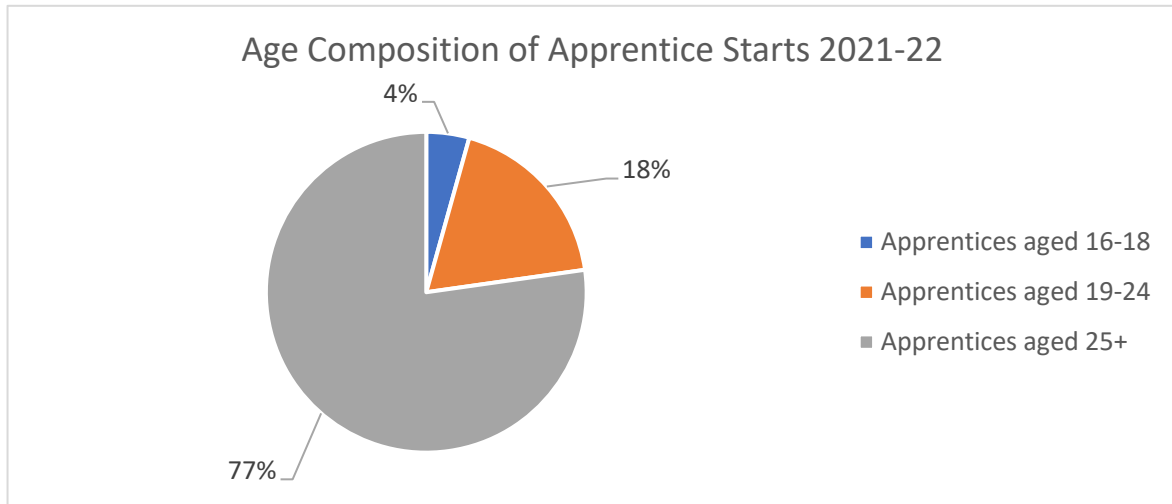
⁴ All 2020/21 comparison figures relate to the 29 boroughs who responded to the survey this year.



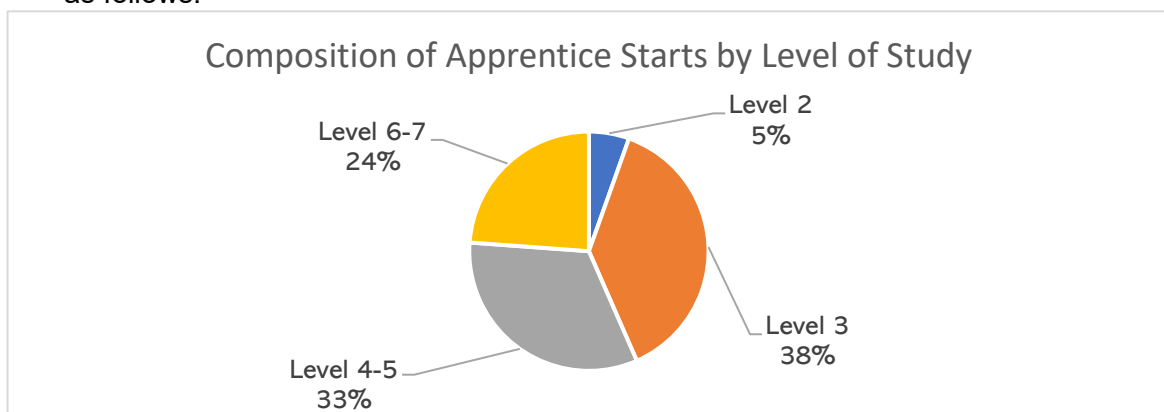
5. Boroughs directly recruit the majority of their apprentices, accounting for 64% of apprenticeship starts in the 2021-22 financial year. This is in line with previous years.
6. Boroughs provided data on the number of apprenticeship starts for new staff and existing employees in the council. This financial year, 32% of apprenticeship starts were new staff members, while 68% were existing members of staff. This

composition is relatively consistent with last year's data where the new starter/existing staff member ratio was 29% to 71% respectively.

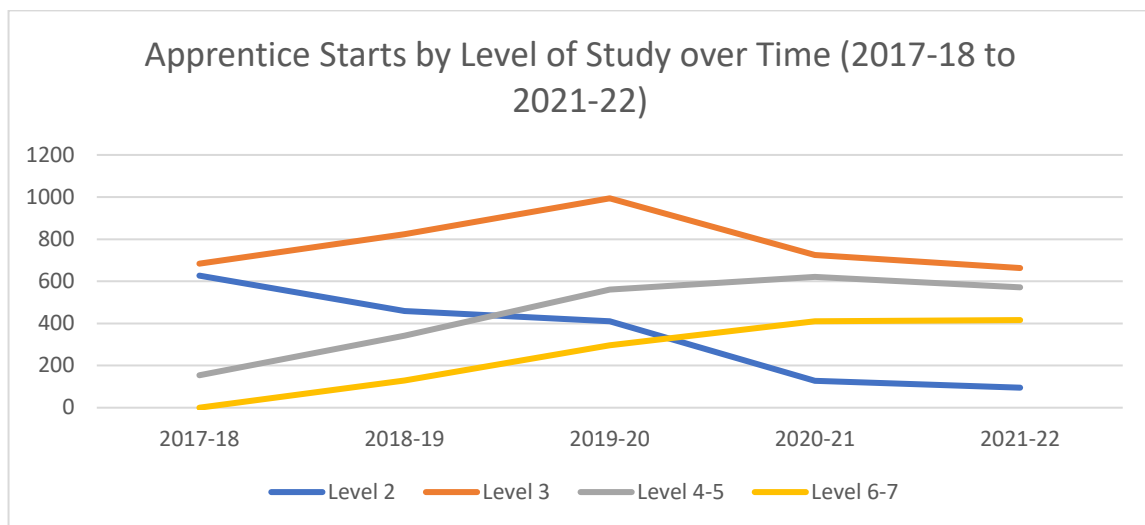
7. Of the 1,769 apprenticeships generated within the council and in schools, age was reported in 97% of cases. The breakdown of age is illustrated below:



8. Similar to previous years, apprentices aged 25+ represent a significant majority of apprenticeship starts between April 2021 and March 2022. The number of 16-24 apprentices continued to decline. Since 2017-18, the number of apprentices in councils and schools aged 16-18 has fallen by 85% and those aged 19-24 by 65%.
9. The composition of the level of study among new apprentices in the council and in schools has also shifted significantly over time. In 2021-2022, 99% of the total number of apprenticeship starters provided data on level of study. The breakdown is as follows:



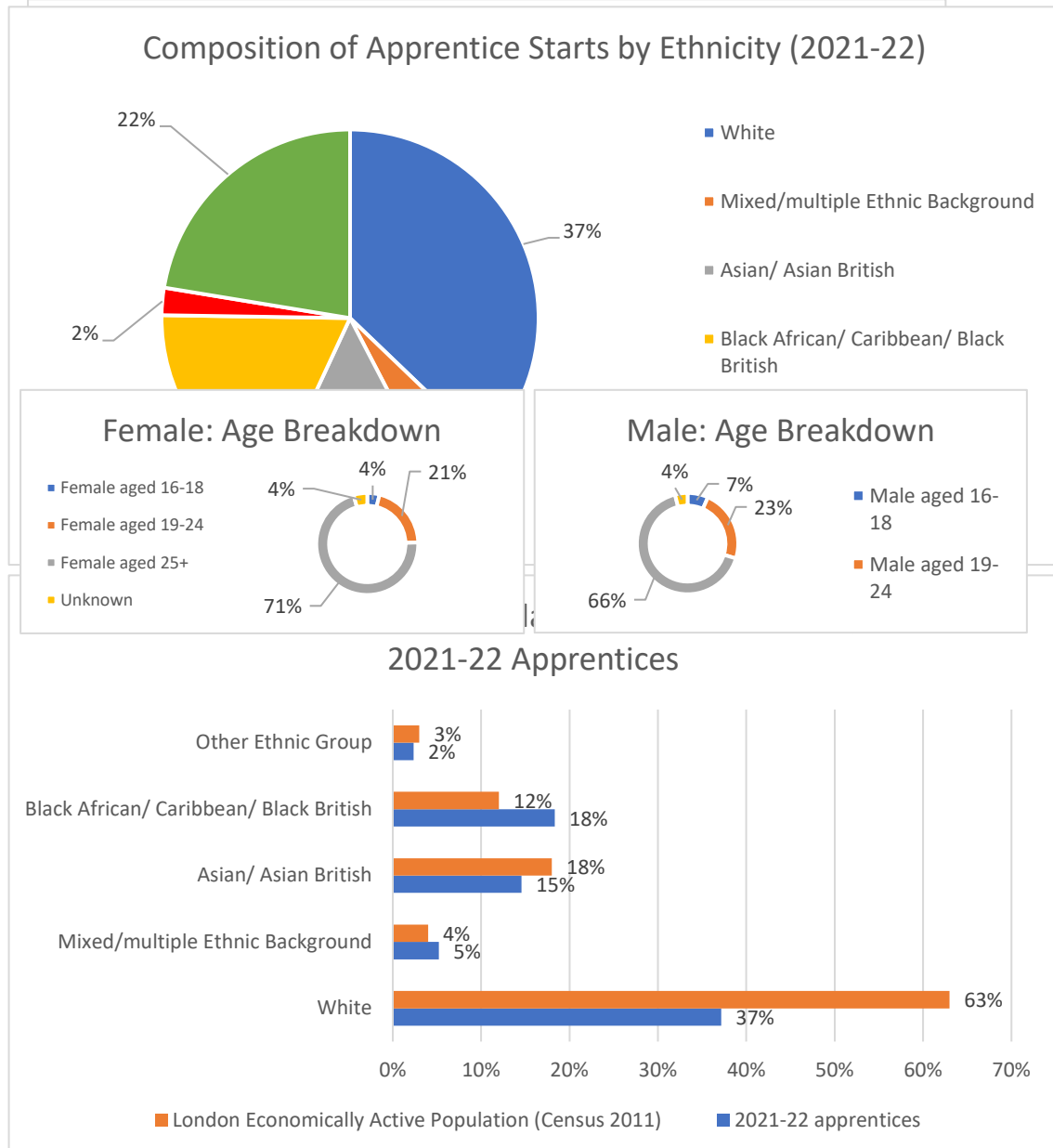
10. Following on from last year, Level 3 continues to be the most common standard level at which an apprentice is hired, accounting for 663 apprentices in 2021-22. Only 95 apprentices started at Level 2, representing 5% of the total number of apprentices where level of study was reported.
11. The entry level for new apprentices revealed a mixed picture. Proportionately to last year, Level 2 apprenticeships decreased by 12%, Level 3 starts remained static, Level 4-5 starts decreased by 6%, and Level 6-7 apprenticeships rose by 9%⁵.



12. 84 apprentices employed directly within the council were recorded as not previously being in education, employment or training (NEET). This represents a significant increase from the previous year, where only 49 apprentices were recorded as NEET.
13. Gender data was provided for 95% of apprentices employed directly by the council or within schools. This year, there were 1,080 female (65%) apprentice starts, compared with 575 men (35%), remaining in line with last year's findings.

⁵ All 2020/21 comparison figures relate to the 29 boroughs who responded to the survey this year.

14. The age breakdown within gender data is consistent with the wider London population data on age, with women aged 25+ representing 71% of the female population, and men in the same category comprising 66% of the male population.



15. The proportion of apprentices classed as White, Asian/Asian British, and Other Ethnic Group is lower than the London-wide figure for the economically active population, whereas it is higher for those classed as Black African/ Caribbean/ Black British and Mixed/ Multiple Ethnic Background. The unknown figure illustrated in the data below comprises only the recorded 'unknown' figures.

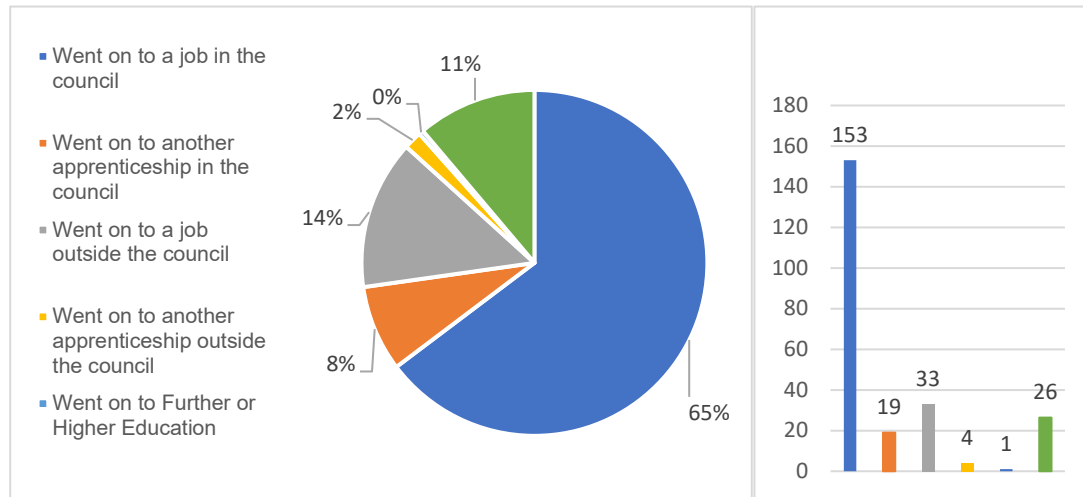
16. We asked London boroughs to provide data on disability. A total of 79 apprentices declared a disability, accounting for 5% of the total number of apprentices delivered directly by boroughs and through schools. This compares to 7% of London's economically active population from the 2011 census.
17. This year, data was collected on the number of apprentices who have declared as a care leaver. There were 12 apprentices who reported to be a care leaver.

Trends: Apprenticeship Completion and Progression

18. This is the second year that London Councils have collected data relating to apprenticeship completions and progression. We asked for the number of apprenticeship completions, both for new apprentices and existing staff taking apprenticeships. For those completions, we asked how many went on to a new job within the council, a job outside the council, or further/higher education. We also requested data on age.
19. Boroughs reported having 236 (50%) completions of new apprentices and 237 (50%) completions of existing staff taking apprenticeships, making a total of 473 completions. In line with last year's data, these figures are considerably lower than the number of annual starts, indicating that such data is therefore either not consistently kept on record or perhaps not easily accessible.
20. In the previous financial year, 343 completions of new apprentices and 171 completions of existing staff were recorded, indicating that apprenticeship completions declined by 8% from 2020-21 to 2021-22⁶.
21. In 2021-22, of the 236 new apprentices who completed, 65% went onto a job in the council, representing the most common path taken by apprentices following completion. The graph below highlights alternative paths pursued following apprenticeship completion:

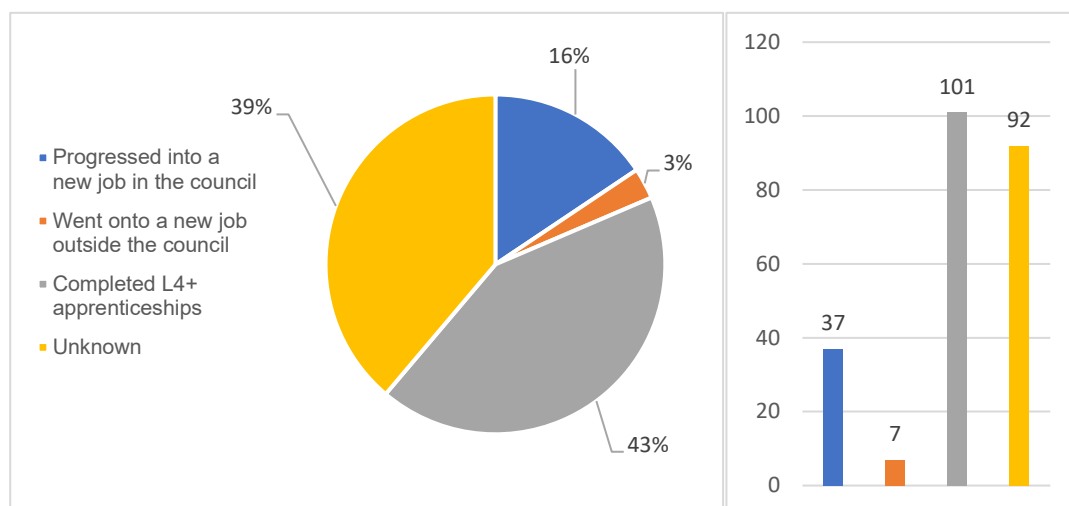
⁶ All 2020/21 comparison figures relate to the 29 boroughs who responded to the survey this year.

Apprentice Progression of New Starters following Completion (2021-22)



22. Of the 237 existing staff who completed their apprenticeship, 43% completed apprenticeships of Level 4 or above. In addition, 16% progressed into a new job in the council, while only 3% went on to a job outside the council. 39% of apprentice completions undertaken by existing staff were not accounted for in the data.

Apprentice Progression of Existing Staff Following Completion (2021-22)

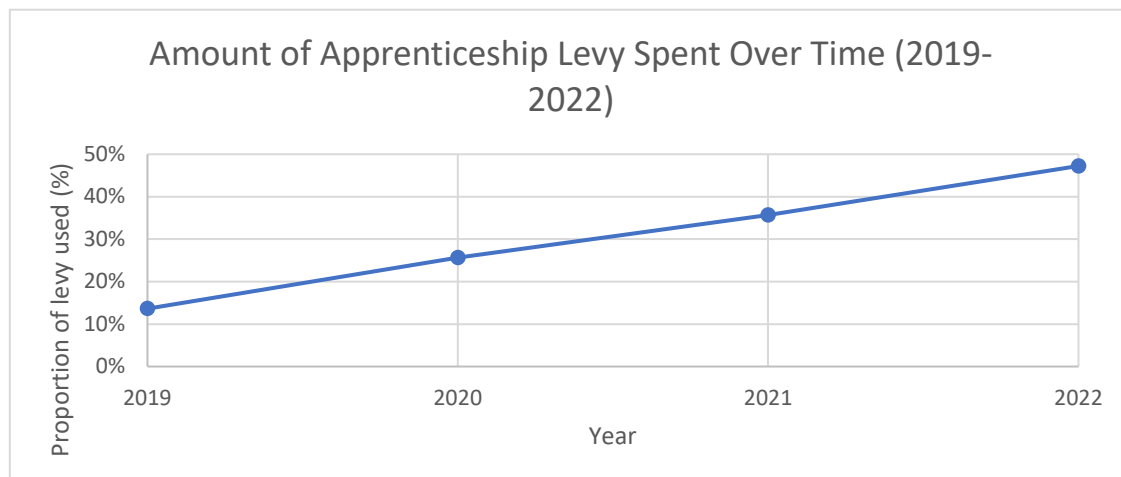


Apprenticeship Levy

23. London Councils surveyed boroughs on their use of the apprenticeship levy between April 2021 and March 2022. This is the fourth year that we have asked about the levy. Boroughs were asked two questions regarding their use of the apprenticeship levy in the 2021-22 financial year: how much levy was available to them, and how much of the levy was spent during that same time period.

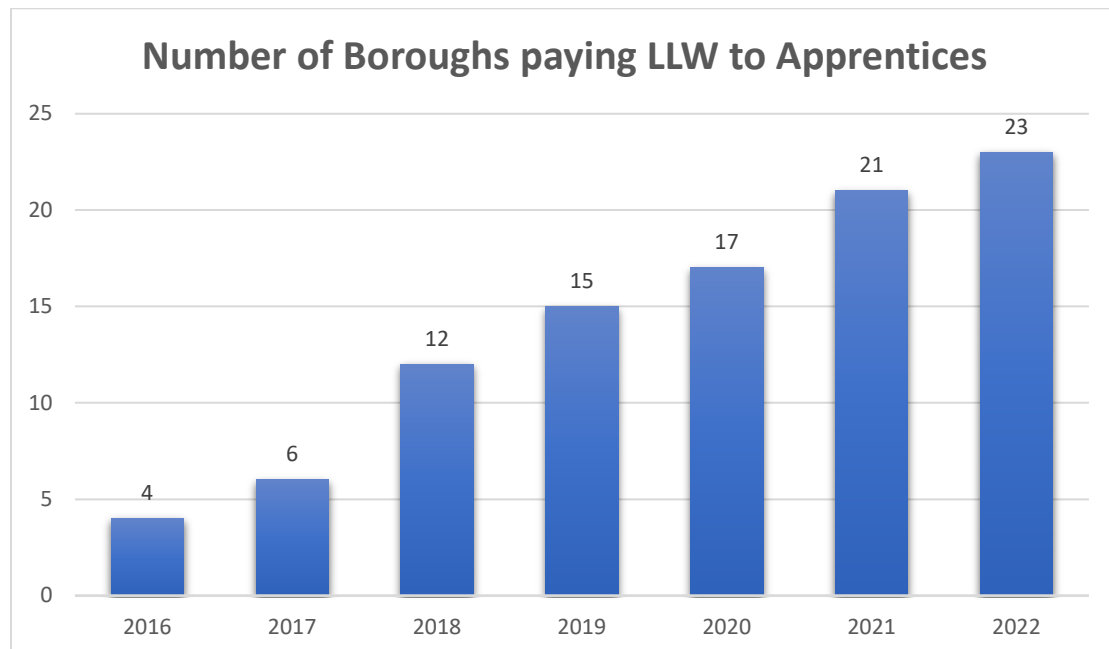
24. Between April 2021 and March 2022, a total of £44.7 million was available to London boroughs. Of this figure, £20.9 million was spent, indicating that 47% of the available apprenticeship levy was used. While this is a significant underspend of the levy, it does represent an increase on previous years. Since 2019, there has been a consistent increase in the amount of apprenticeship levy used as a proportion of the amount available, starting from just 14% in 2019, to 47% in 2022.





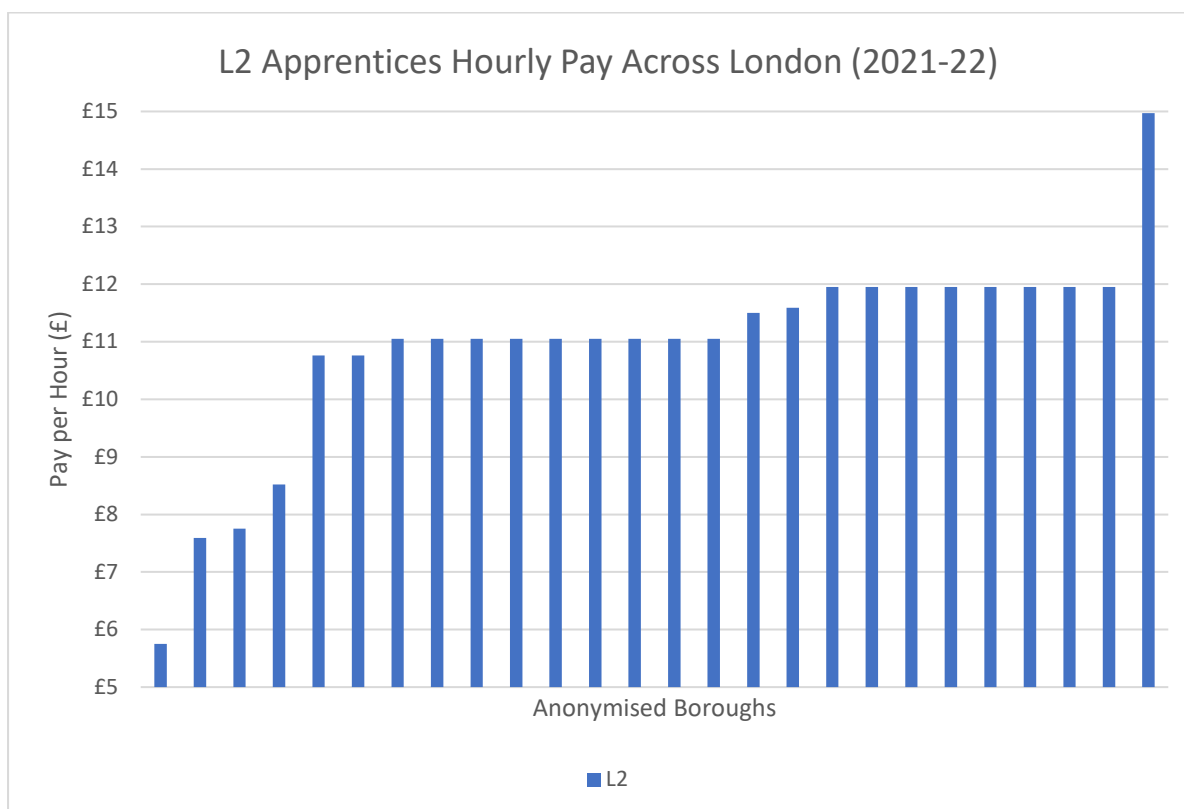
Apprenticeship Payscales

25. London Councils asked that boroughs submit their figures for apprentice pay per hour. This is the seventh year that we have carried out a survey on apprenticeship pay. Where necessary, averages and/or medians have been calculated to represent a borough's average pay per hour. In 2021-22 the London Living Wage (LLW) was £11.05.⁷ 23 boroughs paid the 2021/22 LLW, up from 21 last year.



⁷ The 2021/22 London Living Wage is £11.05, which is used when referring to the LLW in this report. In September 2022, the LLW was increased to £11.95. Boroughs are in the process of increasing apprentice pay to the new LLW level by May 2023.

26. Apprenticeship pay continues to vary considerably across London boroughs. For Level 2 apprenticeships, the pay ranges from £5.75 - £14.97. Across the 26 boroughs who provided data on Level 2 pay, the average pay per hour is £10.93, while the median is £11.05 (2021-22 LLW).



27. For Level 3 apprenticeships, the pay across London boroughs varies from £7.42 - £16.51. 27 boroughs responded to this question, providing an average of £11.11 and a median of £11.05 (2021-22 LLW) for Level 3 apprentices.

Next steps for the data

30. It is intended that the data will be used in the following ways:

- In a letter to borough Chief Executives to update them on trends in apprenticeships across London
- In a presentation to the Greater London Employers Forum (GLEF) meeting in 2023
- On London Councils' apprenticeship web pages
- In correspondence with government as part of London Councils' advocacy on apprenticeship policy, including the levy
- Aggregate numbers will be used to inform conversations with other organisations without a commercial interest in apprenticeships to approach joint lobbying positions on behalf of London local government
- Aggregate numbers may also be used in the media to support London Councils' public positions. Individual borough data will not be disclosed without prior permission from the borough in question, though this data would be disclosed if subject to a request under the Freedom of Information Act
- As part of London Councils' work to help boroughs increase the number of young and diverse apprenticeships

Points for discussion

31. This year, only 29/33 (87%) London boroughs submitted returns, ending a four-year long streak of 100% borough responses to the survey. This has several potential consequences:

- Overall apprenticeship starts have declined much more significantly than in the past, which may create a misleading picture about borough efforts pan-London given the lack of complete data
- The quality of the data collected is affected by not having 100% of boroughs provide data returns, making it harder to develop a wholly pan-London picture of apprenticeship activity
- LC's apprenticeship survey data is frequently used as evidence when advocating for boroughs in our policy and lobbying activities, and lacking 100% borough data could undermine our credibility with potential stakeholders, making it harder for LC to influence.

- What were the challenges encountered by boroughs in completing the survey, and how can LC help address them to return to a 100% response rate?
32. The continued decline in the number of 16-24 apprenticeships since the levy was introduced serves to reinforce the need for action to correct this trend. London Councils is currently developing resources for boroughs to use to help recruit more young and diverse apprentices, which we will share shortly.
33. Other points include:
- Alongside the decline in 16-24 apprenticeships, L2-3 apprenticeships have also continued to decrease year-on-year, which may be influenced by the withdrawal of popular entry level apprenticeship standard frameworks and using levy spending on higher level apprenticeships.
 - This is the third year that London Councils have asked for data on ethnicity in relation to apprentices in the council and in schools. Ethnicity data was provided by 75% of respondents, but some boroughs were able to only provide partial information. Are there any ways we can improve the collection of this data?
 - Given that all borough apprenticeship recruitment types except direct recruitment have decreased year-on-year, some by significant levels, it would be interesting to hear boroughs' views on the reasons why this has happened.
 - For the first time, boroughs recorded data on the number of apprentices identifying as care leavers. While the number is small (0.5%), it is positive to begin understanding the numbers of care leavers at London boroughs and care leaver apprenticeship opportunities.
 - There is a large reduction in the number of apprenticeships created through the supply chain and among local businesses. Is this due to a continued decrease in monitoring this by boroughs, a reduction in overall activity in this area, or a combination of both?
 - We have also seen an increase in the number of NEET apprentices after a period of decline. Is this increase due to better data recording of NEETs or is it a response to the difficult labour market conditions for young people?
 - The proportion of the apprenticeship levy spent by boroughs has more than tripled to 47 percent, compared to just 14 percent three years ago. While this is a positive development, the fact that a majority of levy funds are still being unspent

makes it clear that there are still challenges around maximising the use of levy funds by councils.

- 23/29 boroughs currently pay at least the 2021/22 LLW to their apprentices, depending also upon the level of study, continuing the positive progress that boroughs have made towards increasing their apprentice pay.

Appendix 1: Apprentice Pay Levels in London Boroughs, October 2022

How much are L2 apprentices paid per hour?	How much are L3 apprentices paid per hour?	How much are L4+ apprentices paid per hour?	Additional comments
First six months: £6ph / 7+ months: NLW	first six months: NLW / 7+: LLW	LLW	The payment model is being reviewed and likely to increase rates in 2023/24
N/A	£10.13	£12.30	
LLW	LLW	LLW	
£8.52	£8.83	£9.15	These figures are derived from annual/monthly basic
LLW £11.05	LLW £11.05	LLW £11.05	L7 varies £30k
LLW	LLW	LLW	Some higher apprenticeship are paid at a higher rate subject to JD and responsibility.
£14.97	Varies from £14.97 - £18.04	Variable, currently no one in this	
LLW £11.05	LLW £11.05	Varies dependent on job evaluation outcome	
£6 per hour year 1 NMW for age year 2	£6 per hour year 1 NMW for age year 2	Dependent on grade following job evaluation	
LLW £11.05	LLW £11.05	Min of NJC Scale 4 upwards	L5+ apprenticeships are evaluated individually
LLW	LLW	Amount varies depending on the Job Evaluation	
LLW	LLW	L4 start at LLW then increase to a rate set to 80% of the evaluated Level/Zone for the role. Level 5 and above start at £12.19 then increase to a rate set to 80% of the evaluated Level/Zone for the role	
LLW £11.05	LLW £11.05	LLW £11.05	
Role is now evaluated but recent rates have been £11.50 per hour	£7.80 - £12.28 per hour	Role is evaluated - generally average at £13.85 per hour	We are looking at recruiting apprentices into roles - this means the role is evaluated and grade and rate of pay is according to evaluation. It also helps us retain them at the end of the scheme.

N/A	N/A	N/A	We have different gradings for different roles therefore, pay is set in line with gradings rather than apprenticeship level. Apprentice pay is based purely on the role being advertised aligned to the apprenticeship being offered for that role. Our apprentice banding starts at grade 3 - £23,838-£24,270.
Year 1 £5.45 / Year 2 £6.05	Year 1 £6.80 / Year 2 £7.56 / Year 3 £7.91	Level 4/5/6 £10.85 and Level 7 £13.26	
£11.95	£11.95	£12.83+	L5+ apprentices do not have an upper limit, with pay scales agreed with managers, HR, and the appropriate Service Director
LLW £11.05	LLW £11.05	Each JD gets evaluated individually.	The increase in LLW from £11.05 to £11.95 will be paid from 1 April 2023.
£10.14	£10.14	£10.14	£21,099 spot salary is paid to all apprentices at any level
LLW £11.05	LLW £11.05	LLW £11.05	
LLW £11.05	LLW £11.05	LLW £11.05	These figures refer to new starters only.
N/A	N/A	N/A	These figures are being reviewed
LLW - £11.05 (£11.95 as of 1/11/22)	LLW - £11.05 (£11.95 as of 1/11/22)	LLW - £11.05 (£11.95 as of 1/11/22)	Looking at reviewing this for those on L6 courses due to the length of study
LLW £11.05	LLW £11.05	LLW £11.05	
LLW	£12.64	£13.10	
LLW - £11.95 per hour	LLW - £11.95 per hour	LLW - £11.95 per hour	May pay higher if prior degree is required for L6 or L7 roles where duration of apprenticeship is longer
80% of London Living Wage (£9.56ph) in Year 1 and LLW in year two (£11.95ph)	Usually 80% of London Living Wage (£9.56ph) in Year 1 and LLW in year two (£11.95ph)	Usually paid Scale 5/6 if recruited as apprentices i.e £25.5k - £26.5k	
LLW £11.05	LLW £11.05	LLW £11.05	Level 6 £13.39

Note: Shortly prior to the launch of this survey, the 2022/23 LLW was announced of £11.95 ph, and boroughs that pay the LLW are in the process of increasing their rates to that level by May 2023. This is why there are different levels of the LLW quoted in this table