

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: 2 December 2021 **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 (5 mins) |
| Item 2. Notes of the last meeting and matters arising | Rebecca Davey
Chair (5 mins) |
| Item 3. Pay-scales Survey 2021 Review | Amin Aboushagor
London Councils (20 mins) |
| Item 4. Review of Apprenticeship Awards 2021 | Rebecca Davey and all
London Councils (10 mins) |
| Item 5. Flexi-Apprenticeships | Andy Lunn
ESFA (10 mins) |
| Item 6. Updates and Discussion: | |
| • London Councils | Amin Aboushagor
London Councils (5 mins) |
| • Education and Skills Funding Agency (ESFA) | Andy Lunn
ESFA (5 mins) |
| • Local Government Association (LGA) | Jamie Saddler
LGA (5 mins) |
| • ASG members | All (10 mins) |

Item 7. Proposed 2022-2023 schedule of meeting dates & format (for agreement) and forward plan

All **(5 mins)**

2022

24 March (in diaries)

16th June

15th September

1st December

2023

23rd March

Item 8. AOB, close and next meeting

Rebecca Davey

Chair (5 mins)

Date of next meeting: 24th March 2022, 10.00am – 11.30am

Young People’s Education and Skills (YPES)

Apprenticeship Sub-Group

Date 10 June 2021 **Venue** London Councils

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

Contact Officer: Anna-Maria Volpicelli

T: 020 7934 9779 **E:** Anna-maria.volpicelli@londoncouncils.gov.uk

Attendance:

Members

Alan Galloway	London Borough of Hillingdon
Anthony Hartigan	London Borough of Redbridge
Bridget Arnold	Royal Borough of Greenwich
Burak Cetindag	London Borough of Croydon
Carol Stewart	London Borough of Lewisham
Cheryl Jones	London Borough of Bexley
Christine Shobande	London Borough of Camden
Deborah Harrington	Royal Borough of Kingston
Huma Hadi	London Borough of Lewisham
Ishma Lakhwani-Coalo	London Borough of Hounslow
Ivan McDougall	City of London
Jack Biggs	London Borough of Hammersmith and Fulham
Jamel Alleyne	London Borough of Barnet
James Pierce	London Borough of Merton
Kwabena Kimathi	London Borough of Haringey
Lorna Fraser	London Borough of Southwark
Marcia Thomas	London Borough of Harrow
Mark Hunte	London Borough of Enfield
Melody Thornton	London Borough of Waltham Forest
Michelle Fitzgerald	London Borough of Brent
Rebecca Davey (Chair)	London Borough of Waltham Forest
Rebecca Heptinstall	London Borough of Islington
Ripon Miah	London Borough of Tower Hamlets
Rosemarie Clarke	London Borough of Hounslow

Ryan Oris	London Borough of Barking and Dagenham
Sheree Burke	Royal Borough of Kensington and Chelsea
Silver Chida	OneSource/London Boroughs of Havering and Newham
Susan Pieterse	Royal Borough of Kensington and Chelsea
Varsha Mistry-Hand	London Borough of Havering

In attendance

Andrew Lunn	Education & Skills Funding Agency (left prior to ESFA update)
Jill Nicholls	Institute for Apprenticeships and Technical Education

Officers

Tim Gallagher	London Councils
Anna-Maria Volpicelli	London Councils

Apologies

Alex Jacobs	London Borough of Hackney
Amanda Buchanan	London Borough of Barnet
Dianna Neal	London Councils
Eileen Gallagher	City of Westminster
Esmay Bear	London Borough of Hackney
Jo Margrie	London Borough of Hackney
Karen Taylor	London Borough of Enfield
Katharine Owen	OneSource/London Borough of Havering and Newham
Katie Dawson	Royal Borough of Kingston
Maxine Sobers	London Borough of Haringey
Vanita Nicholls	London Borough of Ealing

1 Welcome Introductions and apologies

- 1.1 Rebecca Davey, Chair, welcomed members to the meeting and invited those new to the group to introduce themselves.

2 Notes of the last meeting and matters arising

- 2.1 The notes of the last meeting were agreed and Tim Gallagher (London Councils) confirmed there were no outstanding actions or matters arising.

3 Update on the work of the Institute for Apprenticeships

- 3.1 Jill Nicholls, [Institute for Apprenticeships and Technical Education](#) (The Institute) was welcomed to the meeting to talk about the work of the Institute. The Institute is employer led and sponsored by the Department of Education but overseen by

an independent chair. The Institute gained responsibility for technical education as well as apprenticeships in 2019. The Skills and Post-16 Education Bill (announced in the Queen's speech, based on the reforms set out in the Skills for Jobs White Paper published in January 2021), will see them gaining several new functions leading to a re-organisation and an expansion.

- 3.2 Following the passage of the bill, the Institute will be responsible for approving the majority of post-16 qualifications and making sure they align to their occupational standards.
- 3.3 They will be reviewing existing occupational maps and standards to meet the needs of the sectors they serve, making them fit for purpose and future proof. Reviews will be streamlined and they will call upon experts in that field to ensure quality. The reforms set out a plan to refresh and revise the maps to include all technical education products under a set of occupational standards, including HTQs, L2 and L3 qualifications.
- 3.4 They will be looking at a more pro-active approach to the review process. Strategic route reviews, and revisions and adjustments, will be carried out separately but frequently in order to ensure that standards do not become outdated and are future proof. Jill emphasised that anyone can ask for a revision and adjustment. Under statutory law, reviews of standards need to take place every three years and there is a Revisions Status report available on the [website](#).
- 3.5 They are waiting on final sign off from the Treasury before starting a consultation on their approach to degree apprenticeships. They are hoping this will be open mid-June with findings published in the autumn of this year and implement new policies early 2022. A review of their wider mandatory qualifications policy may lead to a further consultation later this year.
- 3.6 Jill's last slide focussed on how people can be involved on either a trailblazer group, apply to become a route panel member, join the new directory of employer experts or support the Institute's new green apprenticeships advisory panel.
- 3.7 The Chair thanked Jill for her interesting presentation and said she was interested in green, zero carbon, behavioural change. Opening the floor to questions, Tim Gallagher said there has been significant concern over the drop in availability of L2 qualifications over the last few years and the withdrawal of certain frameworks. Jill said the Institute shares these concerns acknowledging that L2 and L3 still account for the majority of apprenticeships. but there needs to be more. The FE sector is still adjusting to the change where apprenticeships are based on occupational standards. Giving an example, Jill explained that specific areas within a standard can differ, with the standard being a L3 but, in terms of

academia, a L2. The Institute is starting to talk to sectors about splitting standards out (DfE legacy ones) such as a 'house builder' and 'master craftsman' which are really different levels in terms of qualification.

Action: circulate presentation post meeting.

4 Results of Annual Data Collection 2020-2021

- 4.1 Tim Gallagher, London Councils, spoke to his paper and presentation covering the results from the annual data collection exercise for 2020-21 which for the first time included levy data and data around completions and progression. With 100% response rate, Tim thanked colleagues for taking the time in a period of busy activity and heavier than usual demands to participate in the exercise. Tim also acknowledged that not all boroughs collate all data, particularly in relation to completions, and that it can sit in another area that they may not be able to gain access to, so the picture is as complete as it can be.
- 4.2 Running through the key headlines and coming to the first graph showing data from 2009-2021, Tim noted that London boroughs generated a total of 3,137 apprenticeships during the 2020-21 financial year. This compares to 3,693 apprenticeships generated in 2019-20, representing a 15 percent decrease. Boroughs directly employed 1,505 apprentices, a 15 percent reduction on the previous year. This is a modest decline given the unique circumstances of the last year.
- 4.3 There has been a continual decline of apprentices employed through the supply chain as well as a decline in the numbers of school and council apprentices aged 16-18 which now sees almost 75% of apprenticeships being delivered to age group 25+.
- 4.4 Looking at trends over a four-year period, there has been a 72% fall in 16-17 year olds and a decrease of 45% in the 19-24 age range with a 178% increase in apprentices aged 25 and over. This means that just 7% of starts are at Level 2 and the majority of apprenticeship delivery is at Level 4 or above and data is showing an increase in the higher-level apprenticeships (L4-L7).
- 4.5 Ethnicity is one of the areas where data is not always available to the officer completing the data collection exercise but of those able to supply this data set, it showed 45% of apprentices were from a white background, 26% from a Black African/Caribbean/Black British background with 29% from other ethnic backgrounds. The proportion of apprentices classed as White or Asian/British is lower than the London-wide figure for the economically active, and higher for

those classed as Mixed/multiple ethnic background, Black African/Caribbean/Black British and Other ethnic group.

- 4.6 29 percent of apprenticeship starts were new members of staff, compared to 71 percent who were existing members of staff taking apprenticeships. Last year the respective figures were 45 percent and 55 percent. The overall fall in starts within councils can be explained by the reduction in new apprentices. This figure almost halved (from 808 to 418), whereas the number of existing staff taking apprenticeships increased (from 955 to 1014). 64% of apprentices employed in the council or school were female, 36% male with these figures last year 59% and 41% respectively.
- 4.7 Four local authorities were able to meet or exceed the 2.3% public sector target set by the government for 2020-21, down from six the previous year. The average performance against target was 1.18% compared with 1.41% the year before.
- 4.8 Apprenticeship levy spend April 2019 to March 2021 was 36% of funds available; £20,747,260.00 from a total pot of £58,100,387.00. There were 175 recorded completions of existing members of staff with 404 completions of apprentices who were new to the council. This does not represent a complete picture and not all boroughs have access to data around completions. Moving on to discussion points, Tim underlined the significant reduction in new apprentices and young apprentices.
- 4.9 Rebecca thanked Tim and agreed that these were worrying trends even though some of these reductions can be apportioned to COVID-19. Opening the floor to comments, it was noted that the drop in young apprentices can be mainly linked to the removal of the L2 Business Admin which was most suitable for those at entry level. In response to a question on why there was a discrepancy in the data between the ethnicity of apprentices and the economically active population, Tim said the data doesn't explain this and therefore he wasn't able to give a definitive answer.
- 4.10 Comments from colleagues in the chat function:
- This data is so valuable and makes our annual Apprenticeship Scrutiny report much more meaningful.
 - I don't think there are any trends - even those that are negative – which come as a surprise.... they appear mostly understandable.

- Could London Councils produce a form on the data required, that we could send out to new apprentices as part of their induction. This will help us to collate the data and we could collate this centrally.
- Still an issue promoting apprenticeships as an alternative career path in schools.
- Are young people likely to think about a career path in their local authority?
- I wonder if there is more we could do to connect with schools and to make that connection with careers to promote apprenticeships prior to years 10/11.
- Thank you for sharing this overview. Please can you advise what support is available to understand more about levy transfer. *Tim advised anyone wishing to know more about Levy transfers could speak with Kashif Mirza of the London Progression Collaboration and promised to re-circulate contact details in post meeting note.*
- Could we link the standards to career pathways from L2 upwards so that people could see the route of the apprenticeships i.e. a finance route from L2 - L7 etc. This may help with schools especially those looking at university.
- In response to a question on when NEET data could be collated, Royal Greenwich advised this question is asked at the application point (request the info to get them set up on the digital account).
- It's hard to compare completions against starts as a lot of programmes last for more than 1 year.
- Schools find it hard to track ethnicity – these questions were not known in advance of the data collection exercise.
- On completions and progression, not sure what remit we have asking questions on NEET/ethnicity and some providers did not wish to share this data.
- It was suggested setting up a form to capture this data could be built in to the recruitment process. Royal Greenwich have introduced this into their HR process and draw down data from there.

4.11 Anthony Hartigan advised that he found conflicting information linked to ILR and DAS systems (on completions?) as training providers do not always sign off their end.

4.12 Tim agreed that it was very useful to think about collecting NEET data at enrolment.

Action:

- **London Councils to produce a list with all the data London Councils asks for, including on ethnicity, NEETs etc. Colleagues can then ensure that they are collecting this data when apprentices enrol.**
- **circulate presentation in post meeting note.**

5 Updates and discussion

London Councils

- 5.1 Tim reminded colleagues that the deadline for nominations for the Apprenticeship Awards was Friday 11th June. Shortlisting will be done internally over the next couple of weeks after which a panel of partners and stakeholders will determine the winners in early July. Winners will be announced at the awards ceremony 1st September. We are very much hoping that we will be able to hold the event live at Painters Hall but provision is in place should this not be the case.
- 5.2 As Andrew Lunn, ESFA had to leave the meeting early and Jamie Saddler, LGA, were not present for this item, Rebecca suggested they could submit a written update to be circulated post meeting.

Action: Anna to see if any written updates from ESFA and LGA are available for circulation post meeting.

Item 6. AOB and close

- 6.1 Susan Pieterse asked if there had been a good input from councils for the flexi apprenticeship consultation. Tim advised that we didn't get many responses to the consultation but that we would keep an eye on how these develop and will include this topic as an item at a future meeting.
- 6.2 Jamel Alleyne asked if there were any further meetings on Kickstart. Tim advised there is a meeting scheduled for 15th July and that anyone interested in taking part should be in contact with him directly.
- 6.3 Michelle Fitzgerald asked whether there were any plans to review Teacher apprenticeship pathways and is this something London Councils can push. Jamel added care-leaver apprenticeships and Varsha Mistry-Hand would like to seek advice on pooled PAYE with schools (options on PAYE, stepping away – HMRC not really helpful and ESFA only give standard response). Anyone able to share any ideas should be in direct contact with her.

Action: London Councils to include an item on Flexi-apprenticeships at either September or December meeting.

DRAFT

Date of next meeting: Thursday 16th September 2021, 10-11.30am, medium to be advised

Action 4.10: Current Apprenticeship Datapoints Collected by London Councils

Number of Apprenticeship Starts

1. Directly employed by the council
2. New starters (for directly employed apprentices)
3. Existing staff (for directly employed apprentices)
4. Delivered through an Apprenticeship Training Agency
5. Delivered in schools
6. Generated through levy transfers from the boroughs
7. Employed by contractors
8. Generated through working with local employers not in the supply chain

The following sub datapoints are collected as part of the apprenticeship starts exercise for the datapoints listed above as numbers 1-5

Age

9. Number aged between 16-18
10. Number aged between 19 – 24
11. Number aged 25+

NEET

12. Number who were previously not in education, employment, or training

Number of Apprentices Undertaking a Standard Level of Apprenticeship

13. L2
14. L3
15. L4-5
16. L6-7

Gender

17. Male
18. Female

Disability

19. Number who have declared a disability

Action 4.10: Current Apprenticeship Datapoints Collected by London Councils

Ethnicity

- 20. White
- 21. Mixed/multiple ethnic background
- 22. Asian/Asian British
- 23. Black African/Caribbean/Black British
- 24. Another ethnic group

New Apprenticeship Completions

- 25. Number of completions
- 26. Of those completions, number that progressed into a job within the council
- 27. Of those completions, number that went on to another apprenticeship within the council
- 28. Of those completions, number that went on to job outside the council
- 29. Of those completions, number that went on to another apprenticeship outside the council
- 30. Of those completions, number that went on to further or higher education?

Existing Staff Apprenticeship Completions

- 31. Of those completions, number that progressed into a new job within the council
- 32. Of those completions, number that progressed into a new job outside the council

Organisational Headcount

- 33. Total number of people who are part of the council's workforce

Apprenticeship Levy

- 34. Amount of levy available to boroughs
- 35. Amount of levy spent by boroughs

Action 4.10: Current Apprenticeship Datapoints Collected by London Councils

Payscale

36. Grade

37. L2 apprentice pay per hour

38. L3 apprentice pay per hour

39. L4+ apprentice pay per hour

Total: 39 different apprenticeship data points are currently collected by London Councils

Apprenticeship Sub-Group

Apprenticeship Pay Survey 2021

Item 3.

Date: 2 December 2021

Contact: Amin Aboushagor

Telephone: 020 7934 9916

Email: amin.aboushagor@londoncouncils.gov.uk

Summary This paper outlines the main trends in apprenticeship pay among the London boroughs.

Recommendation Group members are asked to:

1. **note** the information in this paper;
2. **discuss** the results of the survey.

Background

- 1 London Councils first surveyed London boroughs to identify different levels of apprenticeship pay in 2016. This is the sixth year that we have carried out a survey on apprenticeship pay. The aim is to provide a resource for boroughs to benchmark their pay against others. The pay rates submitted by boroughs refer to new apprentices.

Results of the survey

- 2 The survey of boroughs was undertaken during October and November 2021. All 32 boroughs and the City of London responded to the survey, a response rate of 100 percent. The survey results represent a comprehensive picture across the London boroughs, but are just a snapshot.
- 3 The data received is set out in an anonymised table in Appendix 1. As a benchmark, the table below shows the rates for London Living Wage and National Minimum Wage when the survey was carried out and for the previous year:

	2020/21	2021/22
London Living Wage	£10.75	£10.85
National Minimum Wage		
Aged 25 and above	£8.72	£8.91
21-24 years inclusive	£8.20	£8.36
18-20 years inclusive	£6.45	£6.56
Under 18	£4.55	£4.62
Apprentice under 19	£4.15	£4.30
Apprentice 19+ in first year	£4.15	£4.30

Key points from the survey

- 4 Apprenticeship pay continues to vary considerably across London boroughs. For Level 2 apprenticeships, the pay ranges from £4.41 to £12.22. The average is £10.51, and the median is £10.85.
- 5 Level 3 pay ranges from £7.70 to £13.77. The average is £10.66, and the median is £10.85.
- 6 Seven boroughs pay their L2 – 3 apprentices the NMW at minimum and then raise them based on age or duration in post, which is not reflected in the pay range, average, or median figures.
- 7 For higher level apprenticeships, the hourly rate ranges from £8.91 to £15.65. 12 boroughs pay their higher-level apprentices according to the grade for the role that they hold. 9 boroughs pay their higher-level apprenticeships different amounts based on the level of the apprenticeship.
- 8 23 respondents (69 percent) gave a flat rate of pay for apprenticeships at Levels 2 and 3. 3 boroughs vary pay according to the individual apprenticeship at all levels, meaning they do not have a set pay rate for apprentices at any level or age.
- 9 All boroughs pay above the apprentice National Minimum Wage (£4.30) or above for all apprenticeships at all levels.
- 10 21 boroughs pay the London Living Wage (£10.85) or above for all apprenticeships (63 percent of respondents).

11 It is important to note that at the time of writing, this year's local government pay settlement has not yet been agreed.

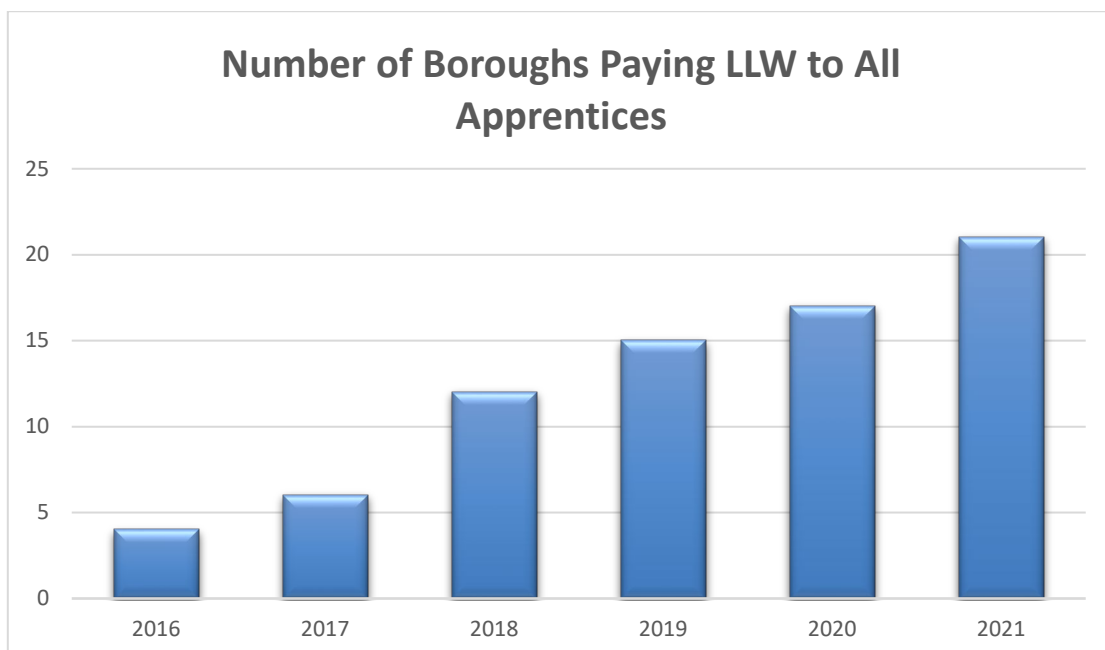
Comparisons with previous years

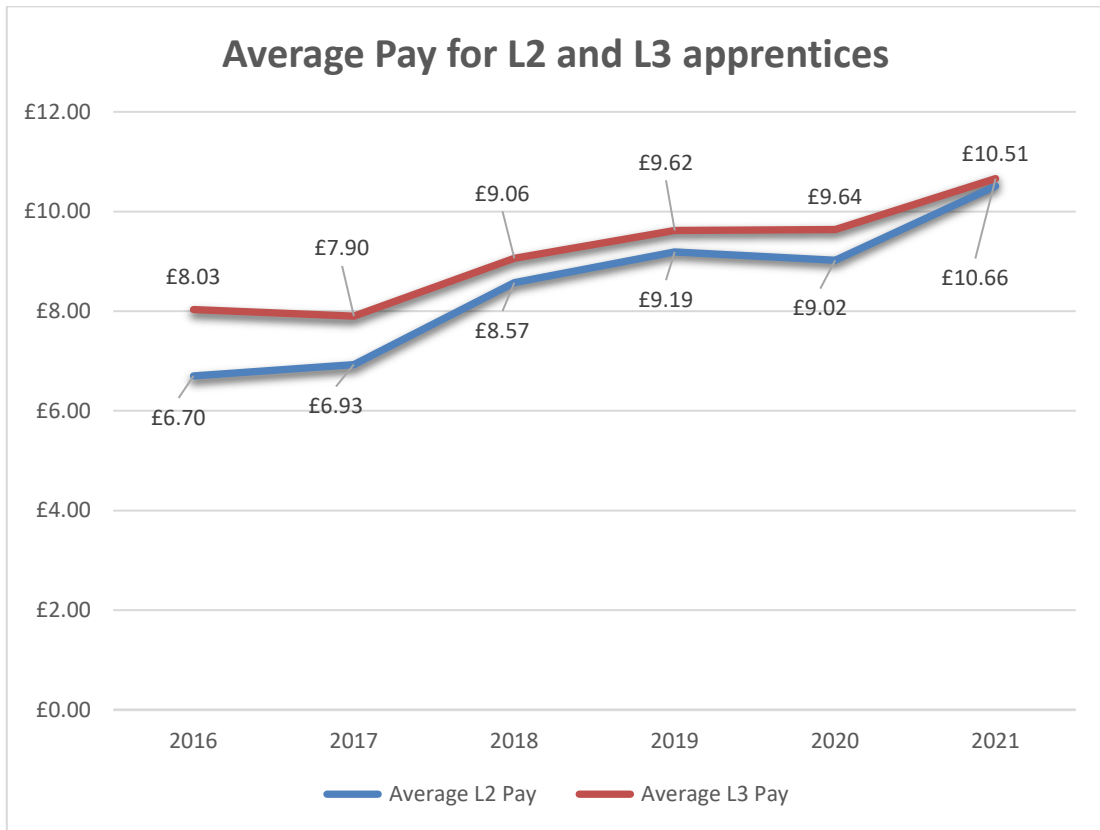
12 The number of respondents paying the London Living Wage or above to all apprentices has increased from 17 in 2020 (52 percent) to 21 (63 percent). This has continued to increase year-on-year; in 2016, just four boroughs (18 percent) paid the London Living Wage.

13 All boroughs pay at a rate above the National Minimum Wage for apprentices (£4.30) for all levels.

14 There continues to be a significant variation in pay levels for apprentices between London boroughs.

15 The average pay for entrants at Level 2 has risen significantly from 2020, an 18% increase, while the average pay for entrants at Level 3 has also risen by 9%, which matches the overall pattern since 2016 that has consistently trended towards an increase in average pay at all levels. It would be useful to discuss with members any reasons for a significant pay increase at Level 2 between 2020 and 2021.





16 Recommendations

Group members are asked to:

1. **note** the information in this paper;
2. **discuss** the results of the survey, as outlined in this paper.
3. **identify** any reasons for the trends identified in this paper.

Appendix 1 - Apprentice Pay Levels in London Boroughs, October 2021

How much are L2 apprentices paid per hour?	How much are L3 apprentices paid per hour?	How much are higher level apprentices paid per hour?	Additional Comments
£10.88	£11.10	Various	L4+ apprentices are substantive roles with terms and conditions that align with current staff pay, so the pay varies based on the role.
£10.85	£10.85	£10.85	
N/A	£10.85	£10.85	This borough pays the London Living Wage and does not hire L2 apprentices. L5+ apprentices are paid the relevant spine point for their grade.
£11.86	£11.86	£12.29 - £14.70	L4+ apprentices get paid between £12.29 - 14.70 p/h, depending on the level and job role.
£4.41	£7.70	Various	L2 apprentices have their pay raised after 12 months or if NMW increments require inclusion. L3 apprentices have their pay raised in line with NMW depending on age and the length of the apprenticeship. L4 -7 apprentices are paid to the rate for their role.
£6 – £8.91	£8.91	Various	L2 apprentices range from £6 - £8.91 p/h depending on their age. This borough is exploring raising L2 - 3 apprentice pay to LLW from April 2022 as their schools can pay different rates from £4.30 p/h upwards. L4 apprentices are paid £12.25 p/h, and L5+ are individually evaluated for pay.
£5.36 - £5.94	£6.68 - £7.78	£10.75 - £13.04	L2 apprentices are paid £5.36 p/h in their first year before increasing to £5.94 p/h in their second year. L3 apprentices are paid £6.68 p/h in their first year, £7.43 p/h in their second year, and £7.78 p/h in their third year. L4 - 6 apprentices are paid £10.75 p/h, and L7 apprentices are paid £13.04 p/h.
£10.85	£10.85	Various	This borough pays the LLW to all L2 - 3 apprentices they directly employ. L4+ apprentices are paid depending on the evaluated grade for the role.
£10.85	£10.85	Various	L4 - 5 apprentices get paid £10.85 p/h. L6 apprentices are paid £13.39 p/h due to the complexity of the apprenticeship.

£10.85	£10.85	Various	L4 apprentices start at LLW and L5+ apprentices start at 102.5% of LLW (£11.12 p/h) at the beginning of their employment. Pay rates increase at six- and twelve-month durations to a max of 80% for the evaluated roles.
£10.85	£10.85	£10.85	These figures are for council apprentices only as schools and local employers pay varying rates.
£10.85	£10.85	Various	L4 - 7 apprentice pay is evaluated based upon the job description.
£5.94 - £8.19	£5.94 - £8.19	£13.74	All L2-3 apprentices are paid £5.94 in their first year, but in their second year, < 18 years old get paid £5.94 p/h, 18 - 20 years old get paid £6.50 p/h, 21 - 24 years old get paid £7.69 p/h, and 25+ years old get paid £8.19 p/h. L4+ get paid graduate salaries of around £25,000, which equates to approximately £13.74 p/h, assuming a 35 hour working week.
£9.13	£9.13	N/A	Youngest apprentice is 19 and most are in their 20s. They have no higher-level apprentices.
Various	Various	£10.85	L2 apprentices start at £6 p/h, which rises to NMW if they pass their probation. L3 apprentices start at the highest NLW, which rises to LLW if they pass their probation.
Various	Various	Various	L2 - 3 apprentices are paid £6 p/h for the first year before increasing to the NMW for their age in the second year. L4+ apprentice pay varies based on how the role it is attached to is evaluated and graded.
£10.85	£10.85	£10.85	This borough has no L5+ apprentices.
£10.85	£12.42	Various	L4 apprentices get paid £12.87 p/h. L5+ apprentices are paid at varying rates because they are primarily used to upskill existing staff. Where apprentices are recruited for a specific sector or professional qualification, they will be paid at the unqualified rate. If this is not possible, JDs will be evaluated to determine the pay.
£8.91	£8.91	£8.91	
£11.75	£11.96	Various	L5+ apprentices are paid £12.61 p/h minimum, but pay scales do not have an upper limit as they are agreed between managers, HR, and the Service Director.
£10.85	£10.85	£10.85	

Various	Various	Various	L2 -3 apprentices are paid the NMW based on their age. L4+ apprentices are paid either the LLW or the pay grade against the post, which is decided by the recruiting manager.
£10.85	£10.85	£10.85	
£10.85	£10.85	£10.85	If any apprenticeships are part of CPD, they are paid according to their existing grade.
£10.63	£10.63	£12.48	These rates are paid consistently regardless of age or duration of apprenticeship
£12.22	£12.66	£13.12	
N/A	£10.85	£10.85	This borough pays the London Living Wage and does not hire L2 apprentices. L5 - 7 apprentices are paid the relevant spine point for their grade.
£8.91	£8.91	£10.85	L2 -3 apprentice pay is due to rise to LLW in 2022. L4 - 7 apprentices are paid LLW at minimum with some roles paying higher amounts.
£10.85	£10.85	£10.85	
£11.08	£11.08	£11.08	
£10.85	£10.85	Various	L4+ apprentice pay varies based on how the role it is attached to is evaluated and graded.
£11.52	£11.52 - £13.77	Various	L3 apprentices are paid between £11.52 - 13.77 p/h; the lower end reflects those that join on the borough's entry level programme and the higher end reflects those that are newly recruited trainees. L4+ apprentice pay varies according to the role.