

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: 25 June 2020 **Time:** 10.00 – 11.30

Venue: Via Teams

Officer: Tim Gallagher **Email:** Tim.gallagher@londoncouncils.gov.uk

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| Item 1. | Welcome, introductions and apologies | Rebecca Davey
<i>Chair (5mins)</i> |
| Item 2. | Notes of the last meeting and matters arising | Rebecca Davey
<i>Chair (5mins)</i> |
| Item 3. | Annual data collection 2020 | Tim Gallagher
<i>London Councils (15mins)</i> |
| Item 4. | Updates and discussion of Covid-19 impact on borough apprenticeships programmes: | |
| | <ul style="list-style-type: none">• London Councils | Tim Gallagher
<i>London Councils (10mins)</i> |
| | <ul style="list-style-type: none">• Local Government Association (LGA) | Jamie Saddler
<i>LGA (10mins)</i> |
| | <ul style="list-style-type: none">• Education and Skills Funding Agency (ESFA) | Andy Lunn
<i>ESFA (10mins)</i> |
| | <ul style="list-style-type: none">• ASG members | All <i>(30mins)</i> |
| Item 5. | AOB, close and next meeting | Rebecca Davey
<i>Chair (5mins)</i> |

Date of Next Meeting: 10 September 2020, 10-11.30

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Young People's Education and Skills (YPES)

Apprenticeship Sub-Group

Date	12 March 2020	Venue	London Councils
Meeting Chair	Rebecca Davey, Head of Business Growth, Employment, London Borough of Waltham Forest		
Contact Officer:	Anna-Maria Volpicelli		
Telephone:	020 7934 9779	Email:	Anna-maria.volpicelli@londoncouncils.gov.uk

Attendance:

Members

Alpa Ruparelia	City of Westminster
Amadea Afful	London Borough of Islington
Anthony Ristic	London Borough of Lambeth
Carol Stewart	London Borough of Lewisham
Charlotte Rowley	London Borough of Lewisham
Cheryl Jones	London Borough of Bexley
Gwendolyn Renwick	London Borough of Redbridge
Jack Biggs	London Borough of Hammersmith & Fulham
Jamel Alleyne	London Borough of Barnet
James Pierce	London Borough of Merton
Jamie Saddler	Local Government Association
Kwabena Kimathi	London Borough of Croydon
Lorna Fraser	London Borough of Southwark
Marie Morgan	London Boroughs of Richmond and Wandsworth
Melody Thornton	London Borough of Waltham Forest
Michael Marshall	London Borough of Camden
Michelle Fitzgerald	London Borough of Brent
Rebecca Davey (Chair)	London Borough of Waltham Forest
Susan Hickey	London Borough of Enfield

In attendance

Kashif Mirza	Greater London Authority
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Officers

Dianna Neal	London Councils
Tim Gallagher	London Councils

Apologies

Alan Galloway	London Borough of Hillingdon
Alexandra Kelly	Royal Borough of Kingston upon Thames & London Borough of Sutton
Andy Lunn	Education & Skills Funding Agency (on behalf of Steve Latus)
Anna-Maria Volpicelli	London Councils
Brianne Lindsay	London Borough of Bromley
Bridget Arnold	Royal Borough of Greenwich
Hamish Mackay	London Borough of Islington
Justine Guynan	London Borough of Newham/Havering/OneSource
Katherine Owen	One Source/London Borough of Havering
Karen Taylor	London Borough of Enfield
Neisha Porter	London Borough of Southwark
Oris Ryan	London Borough of Barking and Dagenham
Rochalie May	London Borough of Barking and Dagenham
Shahima Chowdhury	London Borough of Newham/OneSource

Steve Latus	Education and Skills Funding Agency
Stewart Aldersley	London Borough of Newham/OneSource
Simon Steptoe	Royal Borough of Greenwich/UNISON
Sue Pearce	Royal Borough of Kensington & Chelsea
Tracey Fergus	London Borough of Haringey
Vanita Nicholls	London Borough of Ealing

1 Welcome Introductions and apologies

- 1.1 Rebecca Davey, London Borough of Waltham Forest, introduced herself as the new Chair of the group.
- 1.2 Apologies were noted and will be recorded in the notes from the meeting.

2 Notes of the last meeting and matters arising

- 2.1 The notes of the last meeting were agreed. There were two outstanding actions. The first related to the apprenticeship devolution workshop which would be part of London Councils' update.
- 2.2 The second related to gaps in standards, as members of the group had been encouraged to email Tim with any notable gaps they were aware of. Various people had raised the lack of a Business Administration Level 2 standard. Jamie Saddler reported conversations he had had with the ESFA and IFA, who had been clear that a standard won't be developed in this area.
- 2.3 However the LGA is looking to identify case studies of where other standards (for example Customer Services Level 2) had worked well for new entrants in place of the Business Admin Level 2. He also noted that in the long term it may be worth trying to develop a Public Sector Level 2 Standard – but this would have to meet the IFA's requirements and address the concern raised about the Business Admin Level 2 standard head on.

Action: members of the group to send Jamie Saddler any case study of a successful example of an entry level apprenticeship similar to level 2 business admin.

- 2.4 A number of other gaps were mentioned, including a social work apprenticeship at Level 2/3 to feed into the degree level apprenticeship and plumbing Level 2. Jamie noted that the LGA's apprenticeship survey asked councils about gaps, and he would share the data that related to London with the group. Members of the group who hadn't already were encouraged to complete the survey, and London Councils would re-circulate this to the group.

Action: London Councils to re-send LGA survey to the group.

Action: Jamie to share London data from the LGA's survey with London Councils/ASG once the survey has finished.

3 Annual data collection 2020

- 3.1 Tim provided an update on London Councils' annual data collection for 2020. Every year London Councils collects apprenticeship data from boroughs, recording information on the age, level and number of apprentices who were previously NEET. Boroughs are asked for the number of apprentices recruited directly, the number of apprentices recruited by contractors and the number of apprentices placed with ATAs. This year it is proposed to collect data on diversity, with questions relating to ethnicity, gender and disability. Requests for data will be sent to the ASG in the week of 23 March, with a deadline of 24 April for responses.
- 3.2 A question was asked about including data which reflected the work that boroughs do with businesses who aren't in the supply chain to recruit apprentices. It was agreed that

we would ask about this, but it would be an optional question as not all boroughs do this. It was also agreed to include a question on how many apprentices have been created through levy transfers (but again, not in the supply chain).

Action: London Councils to include two additional questions about a) the number of apprentices that boroughs have helped generate with local employers who aren't included in the supply chain figures and b) the number of apprentices created through levy transfers by employers who aren't including in the supply chain figure.

4 Review of Apprenticeship Awards categories

- 4.1 Tim gave an update on the London Borough Apprenticeship Awards 2020. This year's awards will take place on 3 September at Painters' Hall. London Councils is not proposing to introduce any new categories but is proposing some small changes to some categories.
- 4.2 The 'Best manager or mentor award' will be renamed the 'Andy Scott award for best manager or mentor' in memory of former ASG chair Andy Scott. The 'Best apprentice working in the supply chain' category will be widened to include those working in schools. The criteria for the 'Best progression by an apprentice' will be tightened, restricting it to progression within a five-year period only. For the 'Best work with the supply chain and local business to create new apprenticeships' award, applicants will be encouraged to focus on activities and achievements over the last year only.

5 Levy Transfers:

London Progression Collaboration – Kashif Mirza

- 5.1 Kashif Mirza presented on the work of the London Progression Collaboration (LPC). The LPC was set up to create more than 1,000 apprenticeships by supporting employers to take on apprentices. It provides a fully-funded business support service working with London employers in construction, retail and hospitality. This involves end-to-end apprenticeship support, levy transfer brokerage and a knowledge transfer network.
- 5.2 The LPC is already working directly with some London boroughs, and has had contact with most boroughs via sub-regional partnerships. The LPC can provide a range of services to boroughs, relating to levy transfer, business engagement, Section 106 and procurement. Kashif provided examples of where the LPC has been working with boroughs on levy transfer, including by focusing on specific sectors or geographic locations, working with BIDs and scoping the supply chain.
- 5.3 Boroughs were invited to get in touch with the LPC with suggestions of how the LPC could be most useful in sharing learning between boroughs, and if they have an interest in coordinating levy transfers across borough boundaries.

Examples from Manchester and West Midlands – Jamie Saddler (LGA)

- 5.4 Jamie Saddler from the LGA provided an overview of the levy transfer system used by West Midlands Combined Authority (WMCA) and Greater Manchester Combined Authority (GMCA).
- 5.5 WMCA have created a system which enables levy payers to link up with non-levy payers to transfer funds. Levy payers must commit to transferring a certain amount of their levy, with the aim of generating £40m of committed transfer by 2023. Levy-paying employers are supported by WMCA to manage the process of finding SMEs and matching them to training providers, however the levy-payers still need to do a lot of the administration themselves. Priorities are set by WMCA.
- 5.6 GMCA is working with large employers within its boundaries (including local authorities and the NHS) to develop a Levy 'Matchmaking' Service to promote levy transfers. The Growth Company was commissioned to develop and deliver a digital platform that connects levy payers with SMEs to facilitate the transfer of unspent levy funding. This platform allows organisations to specify the objectives from each organisation which

then matches both parties by their specified criteria. Once matched, an inbuilt messaging service allows both organisations to arrange the transfer of the levy funding.

Camden – Michael Marshall

- 5.7 Michael Marshall updated the group on Camden's work on levy transfers. The recruitment team have been engaging with local businesses and making them aware of the transfer offer. Employers who are interested need to complete a short application form and demonstrate that they will meet some minimum criteria such as paying the London Living Wage. They have to write a short statement where they must explain what the benefit of the apprentice is for the local community. Camden then works with the employer to set up a transfer.
- 5.8 There have been three starts so far, all for local residents. Camden is looking to scale up its work and to make the levy transfer a prominent offer for employers in the supply chain.
- 5.9 In the subsequent discussion it was agreed that it would be useful for any boroughs who have guidance and supporting documents on levy transfers to circulate it to the group.

Action: ASG members who have developed guidance and supporting documents on levy transfers to send through to Anna who can share with the rest of the group.

6 Updates

Local Government Association

- 6.1 Jamie provided an update on the previous day's budget, which had reiterated the government's manifesto commitment to improve the working of the levy. It also included a commitment to ensuring that "sufficient funding is made available in 2020-21 to support an increase in the number of new high-quality apprenticeships in small- and medium-sized businesses."

Education and Skills Funding Agency

- 6.2 Andy Lunn from the ESFA sent his apologies.

London Councils

- 6.3 Tim updated the group on the devolution workshop that had been held earlier that week. London Councils is working with the GLA and London First to develop a proposal for devolution of the apprenticeship levy to London. The discussion at the workshop will feed into this work.

ASG members

- 6.4 A question was asked about whether any boroughs had a package of support for apprentices who are care leavers, NEETs or have EHCPs. It was agreed that members should send any guidance they have through to Anna who could circulate to the group.

Action: ASG members who have developed guidance and support packages for apprentices who are care leavers, NEETs or have EHCPs to send through to Anna who can share with the rest of the group.

7 AOB, close and next meeting

Care leavers meeting

- 7.1 Several members of the group stayed behind for a meeting on apprenticeships for care leavers. This followed a discussion at the previous ASG meeting on the possibility of

- setting up an exchange system for care leavers. Members of the group provided updates on the work their boroughs have done on trying to recruit care leavers as apprentices.
- 7.2 Boroughs had had varying successes in trying to take on care leavers as apprentices, but some common patterns were identified. It was acknowledged that often care leavers aren't ready for an apprenticeship, and the importance of pre-employment training was emphasised. It is vital that we aren't just setting them up to fail. It was also acknowledged that sometimes there isn't adequate support over the lifetime of the apprenticeship. There was agreement that easing an apprentice into the role is important, for example starting them off with fewer hours.
- 7.3 Some boroughs have targets for apprenticeship care leavers and some have ringfenced positions or a ringfenced budget. This does not always work, and several boroughs cited a lack of applications for some posts. Most operated a system where care leavers are automatically invited for interview if they reach minimum criteria for the role.
- 7.4 Barnet runs taster sessions for potential apprentices, and these have been successful and an important step in engaging care leavers and informing them about the role before applying. Enfield is looking to emulate a civil service internship programme for care leavers, which could act as a valuable route into an apprenticeship.
- 7.5 There can be problems with boroughs taking on apprentices that have been through their own care system. This partially relates to the potential for them to access their own records, but it was also acknowledged that on occasions care leavers have an unfavourable impression of the council and therefore don't want to work there.
- 7.6 It was agreed that it would be useful for the group to meet again after the next ASG meeting on 25 June, and then agree a timetable for future meetings. The initial focus for this group would be to share borough experiences on recruiting care leavers, with a view to get a greater understanding of what has worked well and what hasn't. The group may consider the possibility of an exchange system in the future, but this wouldn't be an immediate priority.

Action: Tim to organise follow-up meeting on 25 June and advertise to all ASG members.

Date of next meeting: Thursday 25th June 2020, 10-12.00, London Councils, meeting rooms 2&3

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Apprenticeship Sub-Group - actions and updates from 12.03.20

Date of meeting	Item	Action	Whom	Comment	Open/Closed
12.03.20	2.3	Members of the group to send Jamie Saddler any case study of a successful example of an entry level apprenticeship similar to level 2 business admin	All	No examples received to date.	Closed
12.03.20	2.4(a)	London Councils to re-send LGA survey to the group (which includes question relating to gaps in apprenticeship standards)	AMV	Link to survey circulated in post meeting note 18.3.20	Closed
12.03.20	2.4(b)	Jamie to share London data from the LGA's survey with London Councils/ASG once the survey has finished.	JS		Open
12.03.20	3.2	Annual Data Collection: London Councils to include two additional questions about a) the number of apprentices that boroughs have helped generate with local employers who aren't included in the supply chain figures and b) the number of apprentices created through levy transfers by employers who aren't including in the supply chain figure.	TG	Included in data collection template circulated 23.4.20	Closed
12.03.20	5.9	ASG members who have developed guidance and supporting documents on levy transfers to send through to Anna who can share with the rest of the group.	All/AMV	No items received but members are welcome to circulate any information they wish to share via Anna.	Closed
12.03.20	6.4	ASG members who have developed guidance and support packages for apprentices who are care leavers, NEETs or have EHCPs to send through to Anna who can share with the rest of the group	All/AMV	No items received but members are welcome to circulate any information they wish to share via Anna.	Closed
12.03.20	7.6	Tim to organise follow-up meeting on 25 June and advertise to all ASG members	TG/AMV	Included in post meeting note 17.3.20	Closed

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

Item 3. Analysis of London Borough apprenticeship data 2019-20

Contact: Tim Gallagher

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Summary: London Councils has completed the 2019-20 collection of data by London boroughs. All 32 London boroughs and the City of London submitted returns.

Data was collected in April 2020, after the outbreak of Covid-19 and at a time when there was considerable disruption to the usual working practices of local authorities. This is unlikely to have impacted on the numbers of apprenticeship starts delivered directly by boroughs, as the lockdown occurred right at the end of the financial year. Boroughs did not report any issues accurately reporting this data. However, a number of boroughs reported difficulties getting data on apprenticeship starts in their supply chains and with local employers, and therefore this data should be seen as incomplete.

The data submitted shows that London boroughs generated a total of 3,674 apprenticeships during the 2019-20 financial year. The total figure for the previous year was 2,722, although these figures are not directly comparable. This year's data includes 820 apprenticeships generated through working with local employers not in the supply chain and 89 apprenticeships generated through levy transfers, both new categories which were not included in the previous year's figures.

Boroughs directly employed 1,772 apprentices, a 14% increase on the previous year. This is almost three times the amount generated in 2016/17, the final year before the apprenticeship levy and public sector target were introduced. 510 apprentices were delivered in maintained schools, a 25% increase on the previous year.

Recommendations That the group:

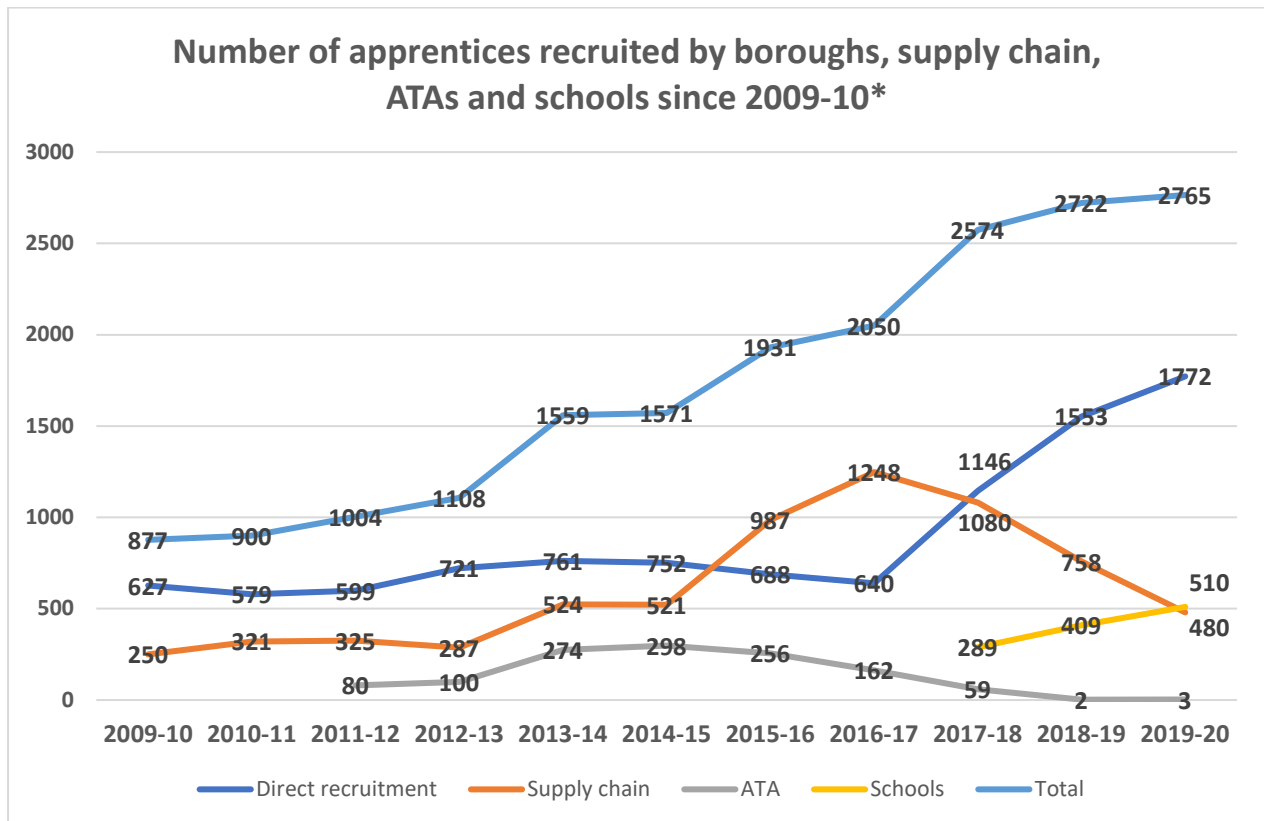
1. notes the emerging trends outlined in the analysis.
2. comments on additional ways to use the data.
3. considers what, if any, actions should be taken as a result of this year's data.

1. Background

- 1.1 Every year London Councils collects data from all London boroughs on:
 - The number of apprentices directly employed by boroughs;
 - The number of apprentices employed by maintained schools;
 - The number of apprentices recruited by contractors that deliver 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 in schools, we also record information on the age, level and number of apprentices who were previously NEET.
- 1.2 In previous years we did not collect any data on diversity. This year we included additional questions around diversity, including ethnicity, age, gender and disability.
- 1.3 Following a discussion at the Apprenticeship Sub-group meeting on 12 March, it was agreed to include additional questions around the number of apprenticeships boroughs had helped deliver by working with businesses not in the supply chain and the number of starts generated by apprenticeship levy transfers.
- 1.4 Data on organisational and public sector headcount was obtained separately by London Councils. This enables the monitoring of achievement against the public sector target.
- 1.5 This year's data collection was carried out in April-May 2020. London Councils received responses from 32 boroughs and the City of London.

2 Trends

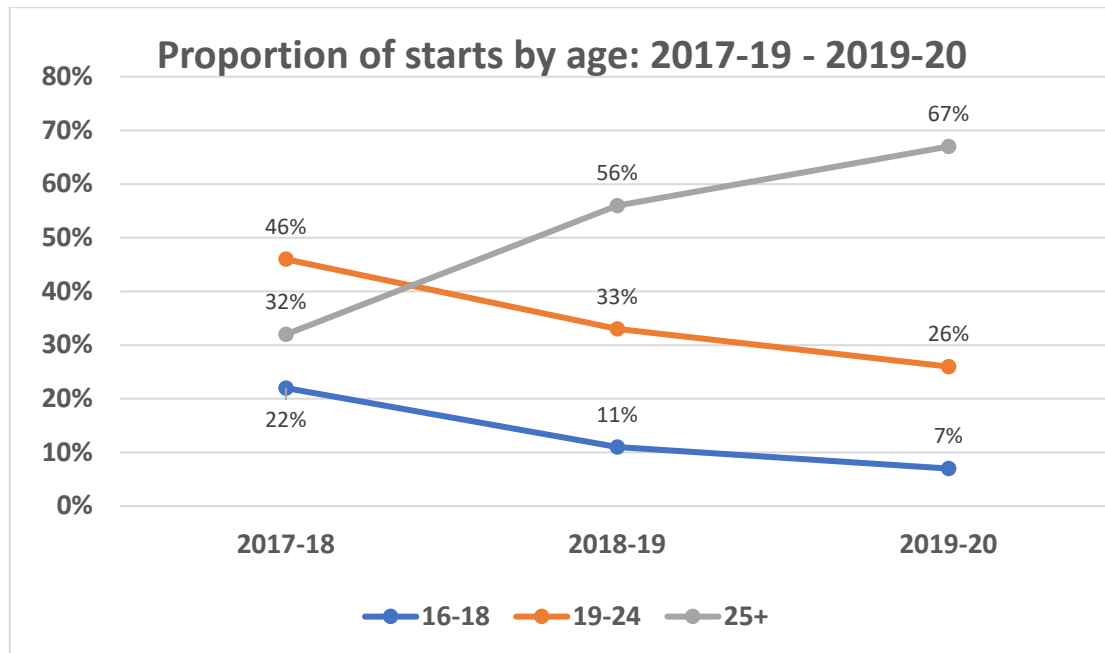
- 2.1 The data submitted shows that **London boroughs generated a total of 3,674 apprenticeships during the 2019-20 financial year**, compared to 2,722 in 2018-19. However this year's data includes 820 apprenticeships generated through working with local employers not in the supply chain and 89 apprenticeships generated through levy transfers, both new categories which were not included in the previous year's figures. If we remove these new categories the total number of starts was 2,765, representing a 1.5% rise on the previous year.
- 2.2 The data shows that the total number of apprentices employed by boroughs continues to rise each year. **Boroughs directly employed 1,772 apprentices, a 14% increase on the previous year. This is almost three times the amount generated in 2016-17**, the final year before the apprenticeship levy and public sector target were introduced.
- 2.3 **510 apprentices were delivered in maintained schools, a 25% increase on the previous year.** It also represents an 76% increase on the 289 apprenticeships delivered in schools in 2017-18, the first year of the public sector target for local authorities and schools.



*Graph does not include data collected for the first time this year on apprenticeships generated through levy transfers and through working with local employers not in the supply chain.

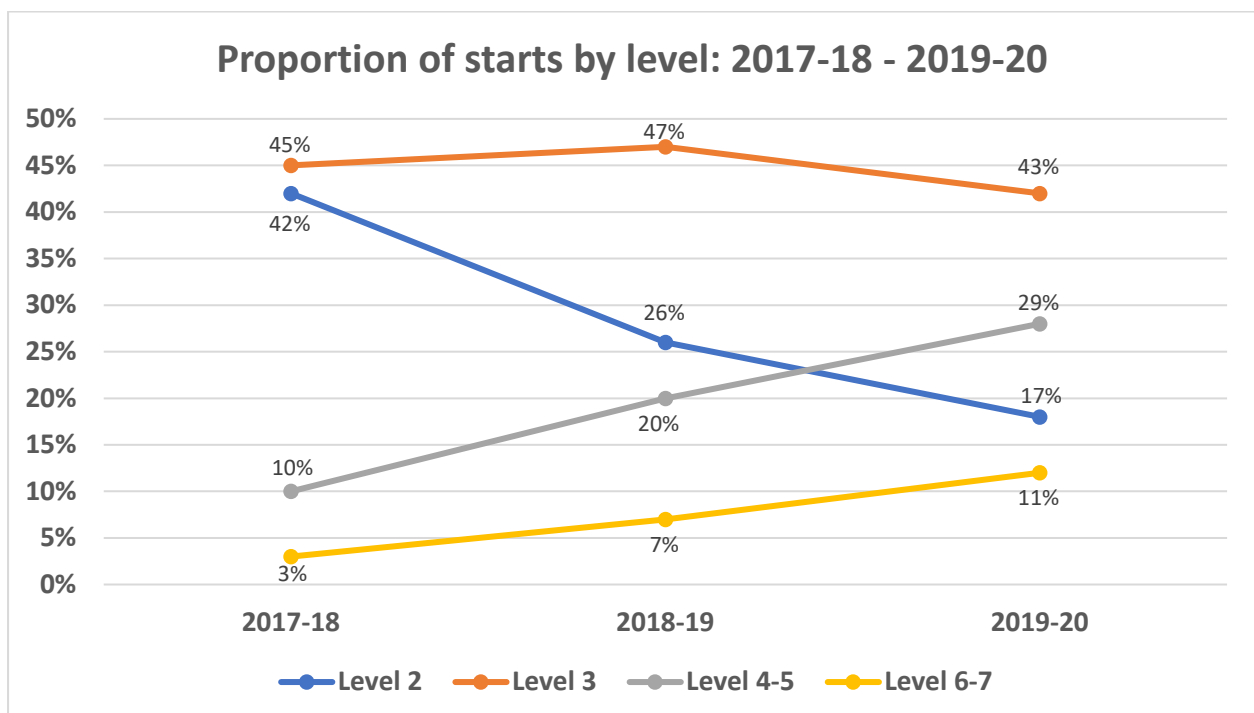
- 2.4 **The number of apprenticeships created in the supply chain has declined by 37%. However this decline can be partly explained by boroughs not being able to fully report starts in the supply chain due to the outbreak of Covid-19.** Several boroughs reported being unable to make contact with businesses in the supply chain during the lockdown, and some boroughs were only able to supply incomplete data. However, it is worth noting that 12 boroughs submitted data on the supply chain, compared to just six boroughs in 2018-19.
- 2.5 **Only three apprentices were employed through an ATA,** and all of these starts were reported by a single borough. In recent years boroughs have effectively ceased to use ATAs to recruit apprentices, which can be partly explained by the restrictions on transferring apprenticeship levy funds to ATAs in the new system.
- 2.6 **A total of 89 apprenticeships were generated through apprenticeship levy transfers from twelve different boroughs.** This is the first year that we have collected this data.
- 2.7 Most boroughs were able to provide a comprehensive breakdown of the age of the apprentices recruited within boroughs. Of the responses received, 33% of the apprentices recruited were aged 24 and under, compared with 44% the previous year and 68% the year before that. **This means that the proportion of apprentices aged 24 and under has more than halved over the last two years.** Two thirds (67%) of

directly employed apprentices are now aged 25 and above. The picture is similar in schools, where 61% of apprentices are aged 25 and above.

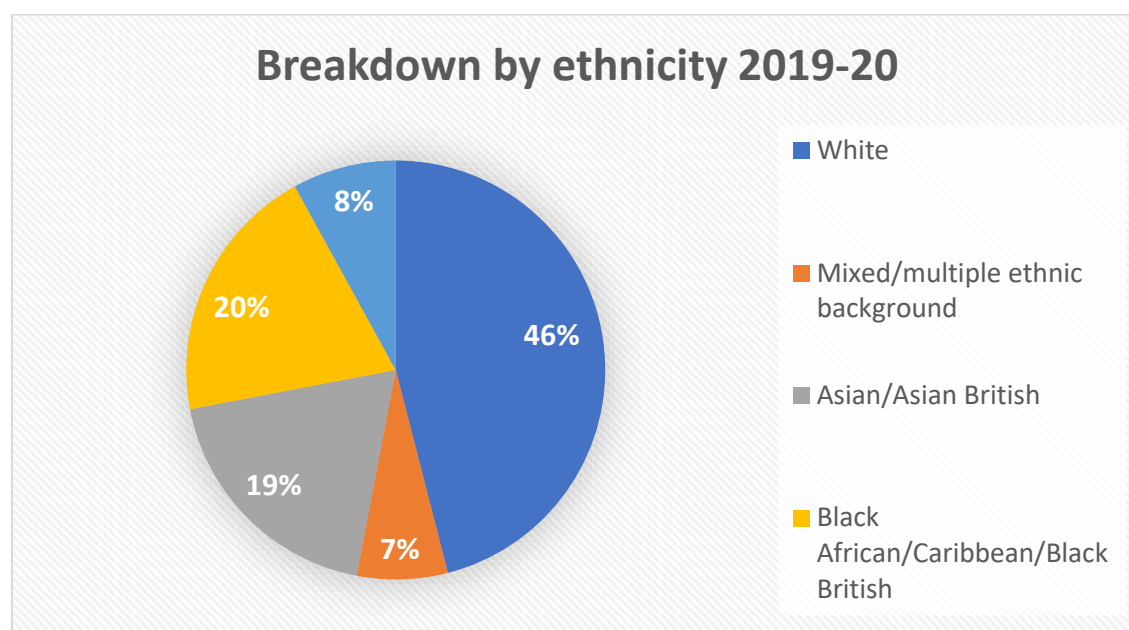


2.8 Data on the level of study was provided for around 99% of apprenticeships reported. For directly employed apprentices, the proportion at each level was as follows:

- **Level 2: 17%** (down from 26% last year)
- **Level 3: 43%** (down from 47% last year)
- **Level 4-5: 29%** (up from 20% last year)
- **Level 6-7: 11%** (up from 7% last year)



- 2.9 There has been a further shift away from intermediate level apprenticeships and towards higher and advanced level. **A total of 60% of apprenticeships were created at levels 2 & 3.** This is a fall from 73% in 2018-19 and 87% in 2017-18.
- 2.10 Boroughs provided data on the number of apprenticeships starts for new staff and existing employees in the council. **45% of apprenticeship starts were new members of staff, down from 52% the previous year.** There was some variation amongst the boroughs, with the proportion of new starters ranging from 9% to 83% of the total number of apprentices.
- 2.11 **182 apprentices employed directly within the council, or 10% of the total, were recorded as previously being NEET.** This represents an increase from 75 apprentices last year and is the first year this figure has risen since 2013-14. This can partly be explained by an improvement in reporting, as 20 boroughs reported NEET data this year compared to nine the previous year. Just 2% of apprentices in schools were recorded as previously being NEET, although fewer boroughs were able to supply data on this.
- 2.12 This is the first year that London Councils has asked for data on ethnicity and disability. Not all boroughs were able to supply data on ethnicity, and some were only able to supply partial data. Some provided data on ethnicity but not in the same categories we had requested (for example listing BAME as a single category), so we have had to omit these responses for the sake of consistent reporting. In total, ethnicity was provided for 71% of apprentices directly employed by boroughs. This broke down as follows, with the percentage for the council workforce as a whole listed in brackets:
- **White: 46%** (59%)
 - **Mixed/multiple ethnic background: 7%** (4%)
 - **Asian/Asian British: 19%** (13%)
 - **Black African/Caribbean/Black British: 20%** (23%)
 - **Other ethnic group: 8%** (2%)



- 2.13 90 apprentices, or 5% of the total number of apprentices delivered directly by boroughs, reported having a disability.

3. Meeting the Public Sector Apprenticeship Target

- 3.1 The Public Sector Apprenticeship Target came into force from April 2017. Local authorities are required to create new apprenticeship starts equivalent to at least 2.3% of their staff over the period of 1 April 2017 to 31 March 2021.
- 3.2 **Six local authorities were able to meet or exceed the 2.3% target in 2018-19, up from two the previous year.** Information reported on organisational headcount and achievement of the target is presented in the table attached to this report.
- 3.3 Headcount data is based on a combination of borough headcount and schools where the local authority is the employer (community, voluntary-controlled, community special and maintained nursery schools). The headcount data for schools is based on government data from November 2018, as more recent data has not yet been published. Therefore the actual percentage figure for the public sector target may vary slightly when boroughs submit this information to government later this year. The local authority headcount data was collected by London Councils and is taken from 31 March 2019, the start of the financial year being reported on.
- 3.4 In some cases boroughs submitted their own headcount data. In these instances we have used this data rather than the data obtained from the Government/London Councils.
- 3.5 Significant variance in headcount can be explained by the makeup of schools locally. For example, academies, voluntary-aided and independent schools are not subject to the borough's apprenticeship levy. The makeup of local school has a significant impact upon borough's headcount and therefore their ability to meet the public sector target.
- 3.6 Collectively, London boroughs would have needed to create an additional 1,435 apprenticeships to meet the public sector target. The average performance against the target was an average of 1.41% compared to 1.23% the year before.
- 3.7 Boroughs created 321 more apprenticeships through direct recruitment and in schools than in the previous year. 20 boroughs increased the number of apprentices recruited directly and through schools compared to 2018-19.

4. Next steps for the data

- 4.1 It is intended that the data will be used in the following ways:
- In a letter from Tim Shields (Chief Executive, LB Hackney, and CELC member for Skills) to other Chief Executives to update on trends in apprenticeships across London.
 - On London Councils' apprenticeship web pages.
 - In correspondence with government to lobby for greater flexibility in using the apprenticeship levy and further devolution of skills policy.

- 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.

5. Points for discussion

- 5.1 There continues to be a significant reduction in the proportion of level 2 and level 3 apprenticeships and the proportion of apprentices under the age of 25. Existing members of staff comprise a majority of apprenticeship starts among boroughs for the first time since London Councils collected this data. This is no doubt a consequence of the apprenticeship levy system. What can be done to incentive employers to take on younger apprentices at entry level? This will be even more important as we move into a period of high unemployment, with particularly high levels of youth unemployment,
- 5.2 The data in this report relates to a period before boroughs' apprenticeship programmes were affected by Covid-19. Since then, most boroughs have been forced to suspend apprenticeship recruitment, which may well lead to a reduction in overall starts in next year's figures. How do boroughs envisage their apprenticeship programmes changing over the course of 2020/2021? And what role can boroughs play in providing apprenticeship opportunities at a time when they will be needed more than ever?
- 5.3 It will be an even greater challenge to ensure that apprenticeships continue to be created by boroughs' supply chains and by local businesses. At a time when businesses are losing revenue and being forced to cut costs, there is a danger that there will be a significant drop in apprenticeship recruitment. What action can national government take to incentivise employers to take on apprentices? And what can boroughs do to support this?
- 5.4 The data shows that twelve different boroughs generated 89 apprenticeship starts through a levy transfer. Could this be scaled up to help local employers create more apprenticeships?
- 5.5 The number of apprenticeships generated in schools continues to rise. Does this mean that some of the challenges previously identified around creating apprenticeships in schools have been overcome?

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