Apprenticeships Update

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Purpose
1 The purpose of this paper is to update Council members on the latest position on performance within the current Apprenticeships programme, the Prime Minister’s Support Unit’s Apprenticeship Review, and further issues being addressed to move the programme forward.

Recommendation
2 Members are asked to note the paper, outlining progress and future ambitions; and to offer comments on further areas for improvement.

Performance 2006/07
3 Starts and achievements on Apprenticeships continue to exceed previous year’s figures. In the year 2006/07 to date 180,111 have started an apprenticeship, compared with 174,979 last year, made up of 54,845 advanced apprentices and 125,266 apprentices. These figures exclude Programme Led Apprentices in colleges.

4 In the same period, 166,549 apprentices have left their apprenticeship. Of these, a record 102,644 (98,661 in 2005/06) apprentices have achieved their full framework. This compares with the Performance Indicator of 75,511 to be achieved in 2007/08. In addition a further 10,394 achieved an NVQ only.

5 The new PSA performance indicator is for 130,000 achievements by 2010/11. The chart below shows progress towards that ambition which looks stretching but achievable, provided we get an increase in Apprenticeships starts over the next 12
months.

![Framework Achievements 2001/02 to 2010/11](image)

**Achievement Rates - Current Measure**

6 The framework achievement rate for all apprentices now stands at 62.56% (53% in 2005/06). Apprenticeships is at 62.14% and Advanced Apprenticeships at 63.57%.

**Achievement Rates – New Measures**

7 We have not yet adopted new measures for official performance management. However, the current information shows that achievement rates under the New Measures stand at 56.4% for Advanced Apprenticeships and 60.45% for Apprenticeships.

**In Learning**

8 The average in learning figure stands at 242,409 with an in learning figure for period 12 of 231,795. This figure should be compared with the Period 1 figure of 225,164.

**Trends in performance**

9 Following an increase of 13% in 2005/06, achievement rates have improved by a further 10% in 2007/08 and most sectors now show achievement rates above the 2007/08 Minimum Level of Performance (40%).
In particular, the sectors identified for action as the result of their poor achievement rate have improved significantly:

<table>
<thead>
<tr>
<th>sector</th>
<th>Advanced Apprenticeship</th>
<th>Apprenticeship</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction</td>
<td>55.6%</td>
<td>60.2%</td>
</tr>
<tr>
<td>Health, Public Services and Care</td>
<td>50.5%</td>
<td>59.4%</td>
</tr>
<tr>
<td>Leisure, Travel and tourism</td>
<td>43.1%</td>
<td>58.9%</td>
</tr>
</tbody>
</table>

NB: All figures are current measures.

**Apprenticeship Review**

11 This review, led by the Prime Minister’s Support Unit concluded Phase One on 20 September with the announcement of:

- Roll out of an apprentices vacancy matching system
- Confirmation of the intention to achieve 400,000 in learning by 2020
- Notice of intention to recruit public sector employers to offer apprenticeships.

12 The following six strands continue to work to the end of the review, scheduled for 20 November 2007, and the LSC is working with PMSU, DIUS and DSCF across all strands.

1  Clarifying government objectives
2  Raising Demand from employers
3  Raising demand from young people
4 Strengthening apprenticeship quality
5 Equality and diversity
6 Apprenticeship organisational delivery system.

Issues to be addressed

Average in Learning
13 The result of the high number of leavers in 2005/06 and 2006/07 is that the average number of apprentices in learning has fallen below the planned starting volume for the current CSR plans. The LSC needs to increase recruitment and this will require more employers to offer apprenticeships. Regions and NES will work with providers and employers and implement marketing strategies that achieve this.

Marketing Campaign
14 The national marketing and communications team is drawing together a marketing plan based on the planned activity in regions, Sector Skills Council (SSC) plans and the Apprenticeships Ambassadors’ Network (AAN) including and a national campaign to run between now and March 2008. This will include the Apprenticeship Summit, included in the Joint LSC/SSDA/AAN Action Plan within a week long focus on apprenticeships as requested by John Denham.

Apprenticeship Vacancy Matching System
15 Work has begun to roll out a vacancy matching system in 2008, as announced by the Prime Minister in September. Whilst initial focus has been on the specification for the software system, the more significant challenge is to develop systems to ensure that all vacancies and all potential apprentices use the system. This will require consultation with employers, training providers and those providing advice and guidance.

Clearance
16 This paper has been cleared by David Way, National Director of Skills.

Paper creator Stephen Gardner
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