

Subject: Apprenticeships

Report to: Economy Committee

Report of: Executive Director of Secretariat

Date: 4 November 2014

This report will be considered in public.

1. Summary

1.1 This paper proposes that the Committee formally agrees its report on apprenticeships

2. Recommendation

2.1 **That the Committee agrees its report *Trained in London: Creating more apprenticeships to support the London economy.***

3. Background

3.1 In December 2013, the Committee agreed an investigation into apprenticeships in London. The investigation addressed three key questions:

- How effective are apprenticeships in preparing people for work in the capital?
- How will the proposed government changes affect scheme provision? And
- What more should the Mayor and GLA do to support apprentice provision in London

3.2 As part of this investigation the Committee held two formal meetings and a number of informal meetings, including a site visit to Brigade restaurant and a roundtable to discuss conclusions and possible recommendations.

4. Issues for Consideration

4.1 The Committee has published the final report from its investigation. The full report is available for Members at **Appendix 1** and can also be found on the London Assembly website at: www.london.gov.uk/mayor-assembly/london-assembly/publications/trained-in-london.

4.2 The terms of reference for this project were approved by the Committee at its meeting on 3 December 2014. Officers confirm that the report and its recommendations fall within these terms of reference.

- 4.3 The report made the following recommendations. Should the Committee agree to the report the Chair will write to the Mayor, as Chairman of the London Enterprise Panel, setting out the recommendations in the report.

Recommendation 1

The LEP should set out an Apprenticeship Action Plan (AAP) that brings together all the Mayoral initiatives in one document.

Recommendation 2

The AAP needs to have measures tailored for different sectors and different sizes of businesses. To inform the AAP, the LEP should seek to establish why some sectors generate more apprenticeships per 100 employees than others (for example business against tourism and ICT) and whether there is a need for targeted initiatives for working with large firms to boost apprenticeship starts to levels typically seen in competitor countries. Retail and tourism are two areas where the LEP should assess why apprenticeship levels are below the London average. The LEP should also establish whether large firms' use of interns or graduate trainee programmes may be impeding their use of apprenticeships.

Recommendation 3

The AAP needs to be based on a detailed assessment of the impact of government reforms. The LEP should therefore collate data from the London Trailblazers on how the first stage of the reform process is affecting the market, with findings used to inform the Apprenticeship Action Plan.

Recommendation 4

To inform the AAP the LEP should commission a survey of SMEs to identify any issues that have arisen following implementation of the government reforms which are preventing them taking on new or repeat apprenticeships. The LEP should assess the demand and perceived value of the Mayor supporting the establishment of a peer learning hub.

Recommendation 5

The AAP should set out the total amount of GLA and Government funding available to resume the uplift of the AGE and the timescale over which it is available. The Plan should also set out what conditions will apply to accessing the grant and whether businesses that have already accessed it once will be allowed to access it again.

Recommendation 6

The AAP should set out initial proposals for an enhanced role for the Mayor in supporting the development of a pan-London careers advice service for young people. There should be a clear timetable and enough detail to provide enough material for an effective consultation.

Recommendation 7

The AAP should also set out more developing proposals for engaging with the Higher Education sector, especially the Russell Group, to ensure that more Higher-level apprenticeships are offered in London universities.

5. Legal Implications

5.1 The Committee has the power to do what is recommended in this report.

6. Financial Implications

6.1 There are no direct financial implications arising from this report.

List of appendices to this report:

Appendix 1 – *Trained in London: Creating more apprenticeships to support the London economy*

Local Government (Access to Information) Act 1985
List of Background Papers: None
Contact Officer: Simon Shaw, Scrutiny Manager
Telephone: 020 7983 6542
Email: scrutiny@london.gov.uk