

Audit	Background to review	Key findings	Audit opinion (1)	Recommendations for improvement (Priority) (2)
Apprenticeship Scheme	<p>In Surrey there are three main elements to the council's involvement with apprenticeships:</p> <ul style="list-style-type: none"> • Surrey's own directly employed by the council apprentices are part of a scheme managed by HR. • Apprentices placed with our suppliers are supported by a scheme managed by Procurement. • Apprentices working with organisations we don't have a procurement relationship with are supported by Youth Services. 	<p>The council's apprenticeship scheme has been successful in increasing the number of apprenticeships in Surrey exceeding the 2013/14 target of 500 new apprenticeships. Risks are well managed with staff, apprentices, and supporting organisations reporting general contentment with the training, process and employment support available.</p> <p>Changes to the grant funding available could result in fewer apprenticeship places being available.</p> <p>Changes in funding arrangements offer an opportunity to consider how the scheme should be managed going forwards.</p> <p>There is not currently a set of objectives or subsequent metrics guiding and measuring the success of the scheme.</p> <p>There was no central monitoring of the reasons for leaving an SCC apprenticeship.</p>	Some Improvement Needed	<p>Consider how to mitigate the risks associated with funding changes. (H)</p> <p>Consider creating a permanent apprentice placement and support function that oversees all areas of the scheme. (H)</p> <p>Develop a strategy overarching the three apprenticeship schemes in Surrey. (H)</p> <p>Periodically report on the "Reasons for Leaving" of apprentices with a particular focus on negative outcomes to ensure wider corporate learning. (M)</p>

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