



People, Performance and Development Committee  
12 Feb 2020

## **Apprenticeship Growth Strategy**

### **Purpose of the report:**

To provide the Committee with insight into plans to maximise apprenticeships within the County Council, and more widely across Surrey.

### **1. Recommendations**

1.1 It is recommended that the Committee note the contents of this report.

### **2. Introduction**

- 2.1 Much work has been undertaken over the past year to increase the number of staff undertaking apprenticeships and maximise the Council's apprentice levy spend. This has proved challenging during a period of significant organisational transformation but we have made good progress, increasing the percentage of staff undertaking apprenticeships from 0.95 to 1.6 (as at end Q3 2019/20), with apprenticeships at the time of writing (at 1.9%) moving closer to the Government's target of 2.3%.
- 2.2 The presentation attached to this report outlines our strategy to further develop the growth of apprenticeships within the County Council and more widely across Surrey, working in partnership with schools, health, local businesses and the voluntary sector.

### **3. Conclusions:**

#### **3.1 Financial and value for money implications**

There are financial implications associated with the proposed increase to apprentice pay as outlined in the Surrey Pay 2020/21 report presented separately to the Committee.

Additionally, there are opportunity costs associated with underspent levy funding being returned to central government.

#### **3.2 Equalities Implications**

None in relation to this report.

#### **3.3 Risk Management Implications**

None in relation to this report.

#### **3.4 Implications for the Council's Priorities or Community Strategy**

A key objective of the Our People 2025 Workforce Strategy is to recruit, develop and retain more young people; apprenticeships are a key component to enable us to achieve this.

### **4. Next steps:**

- 4.1 Work will be progressed as outlined in the presentation attached to this report.
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**Sources/background papers:** None