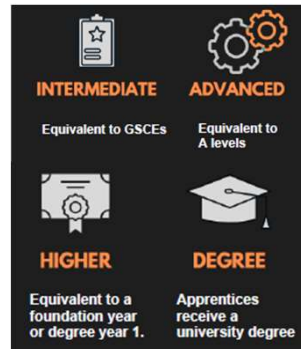


## Overview and Scrutiny Education, Skills and Growth Panel: Apprenticeships review

### Key findings:

- Important for developing existing staff as well as young people
- There was a perception problem around apprenticeships;
- Businesses did not fully understand how to access funding and if they were eligible.
- One of the biggest barriers identified was bringing together business and apprentices
- There was already a lot of good practice by BFC and partners and the recommendations build on this

### FOUR LEVELS OF APPRENTICESHIPS



1

## Local Business: How we can help

### Barriers

- Working from home meant supporting new and inexperienced staff could be a challenge
- Confusion existed around paperwork and if they were eligible for the scheme.
- SMEs already had pressures on their time and needed support to understand the process.

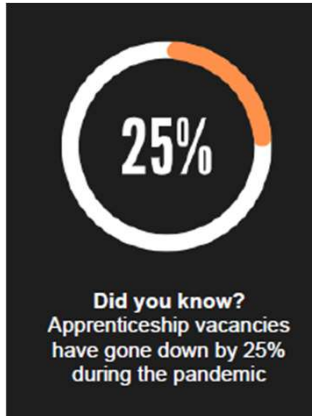
### Solutions

- Partnership working to encourage information sharing and provide support
- Mentoring scheme between businesses



2

## Apprentices: How we can help



### Barriers

- Apprentices needed to find their own employers
- Perception gap; occupations available, pay, who was eligible
- Coronavirus meant annual apprenticeship fair could not take place
- Information could be hard to find and in lots of places
- Coronavirus had impacted vacancies

### Solutions

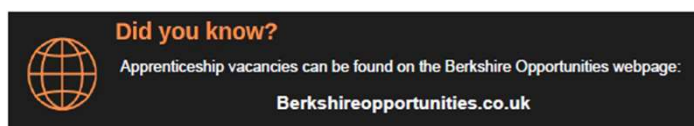
- A video talking to businesses and apprentices which could be shared on social media and by schools
- Council webpages to be updated



3

## Recommendations

1. That the Executive works with Apprenticeship pathway providers to ensure our young people aged between 16-21 have the best opportunities and outcomes.
2. That the Executive adopts an Apprenticeship policy which sets out expectations around pay, terms and conditions and that the Education, Skills and Growth Panel is consulted on the draft policy and for this to be completed by December 2021 to coronavirus capacity limitations.
3. That the Executive promotes Apprenticeships externally and internally by producing a promotional video which highlights the benefit of becoming an apprentice, growing businesses, and supporting the economy by March 2022 to coronavirus capacity limitations.



4

## Recommendations 2

4. That the Executive reviews the current Apprenticeship webpages and updates the content to include more information, links to job vacancy websites and information about what to expect from an apprenticeship by December 2021 to coronavirus capacity limitations.
5. That the Executive investigates whether it would be possible to facilitate a mentoring scheme between large businesses and small/medium businesses to encourage more apprenticeship opportunities by March 2022 to coronavirus capacity limitations.
6. That the Executive develops ongoing partnerships across Berkshire to provide a united gateway of support and guidance to businesses enabling them to take better advantage of the apprenticeship levy.

