

Apprenticeship Pack Academic YTD Report

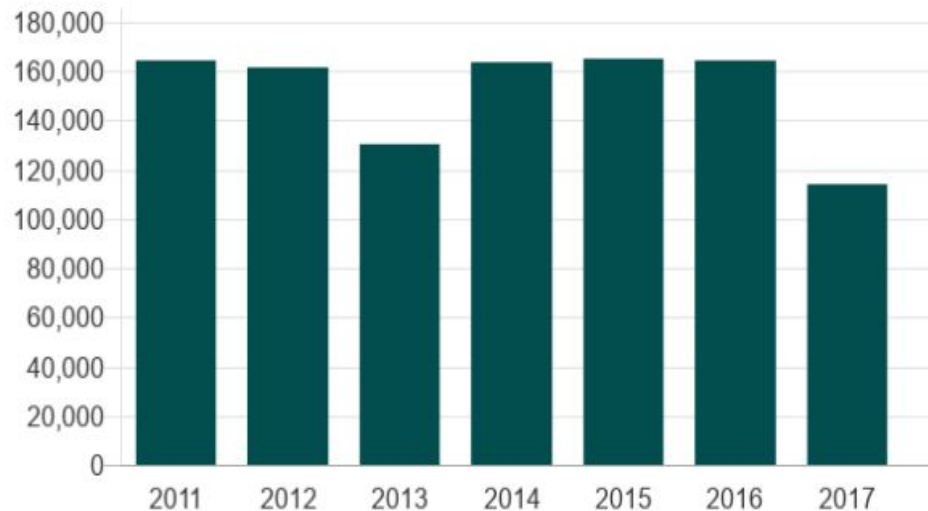


Matt Pitt
Head of People Development

National Data

Apprenticeship starts have fallen

Total apprenticeship starts in England - August to October each year



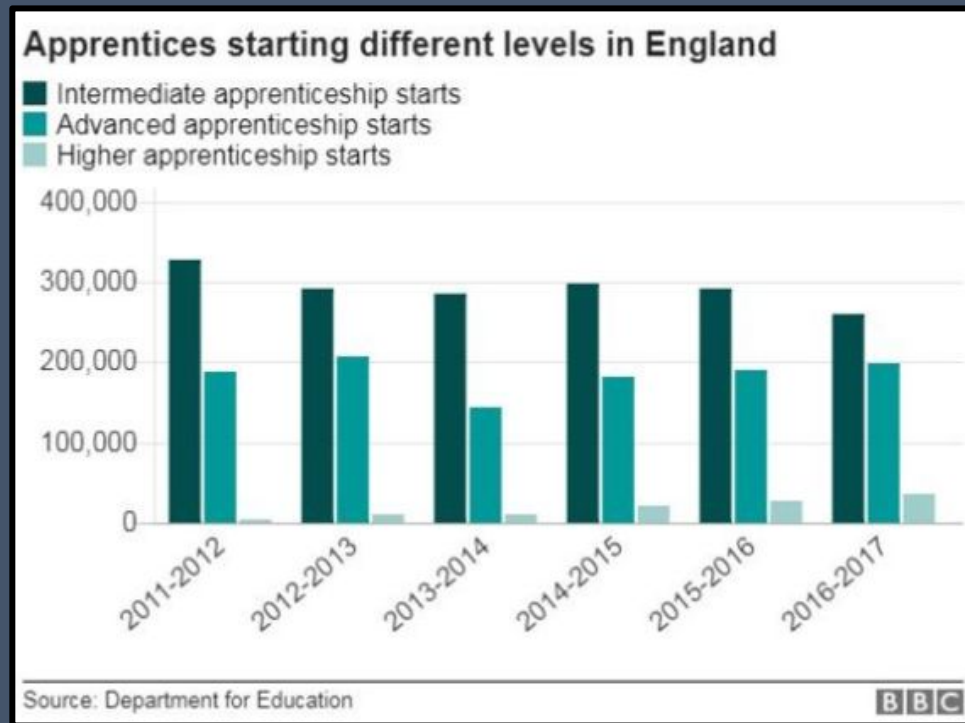
Source: Department for Education

BBC

“Apprenticeship numbers down?”

- Despite govt. plans to create three million apprenticeships by 2020 - the number of apprentices starting new programmes in England has dropped.
- 114,400 apprenticeship starts from August to October 2017, which was 49,800 fewer than a year earlier - a drop of 30%.
- The Dept. for Education said levy scheme is “likely to have impacted on starts” though levy-payers are planning to increase apprentices employed in the near future.

National Data



“More apprentices on advanced programmes?”

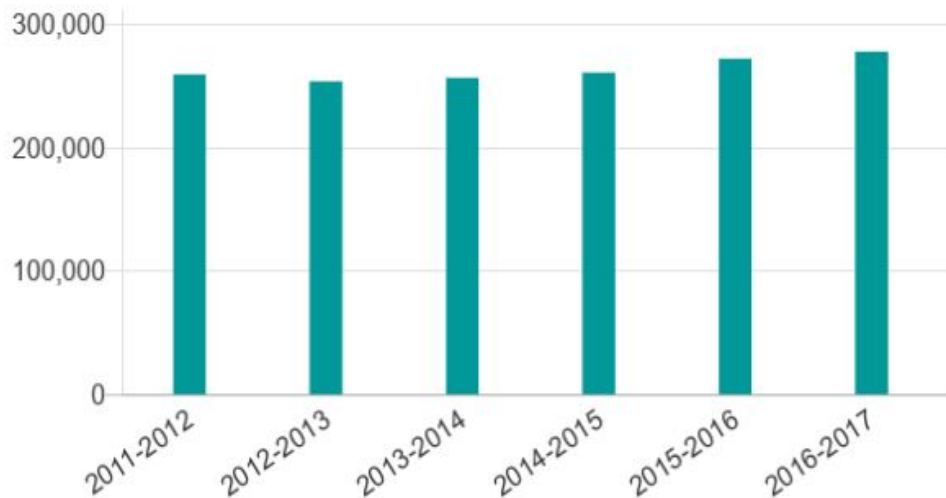
- Although the overall number of apprentices starting new programmes has seen a drop, more apprentices are starting advanced or higher level programmes in England.
- In 2016-17 apprenticeship starts were;
 - 53% at intermediate level
 - 40% at advanced level
 - 7% at higher level.
- The proportion of higher and advanced level apprenticeships has climbed steadily from 37% in 2011-12 to 47% in the last academic year.

National Data

"Apprenticeship achievements up?"

More apprentices are finishing their programmes

Apprentices finishing their programmes (all levels, England)



Source: Department for Education

BBC

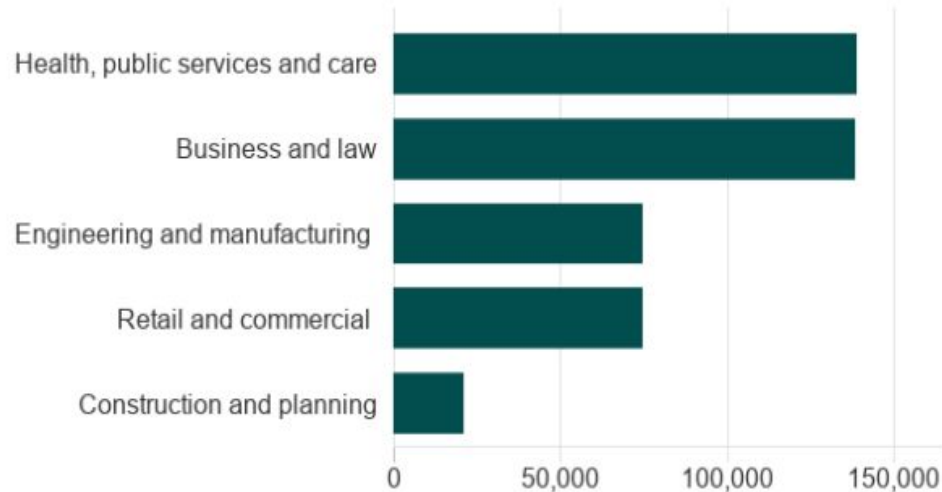
In 2016-17...

- *277,800 people completed an apprenticeship in England - the highest number since comparable records began in 2002.*
- *Continuing a steady increase per annum over the preceding four years.*

National Data

Top five sectors for apprenticeship starts

England, 2016-17



Source: Department for Education

BBC

“Apprenticeship Sector Trends?”

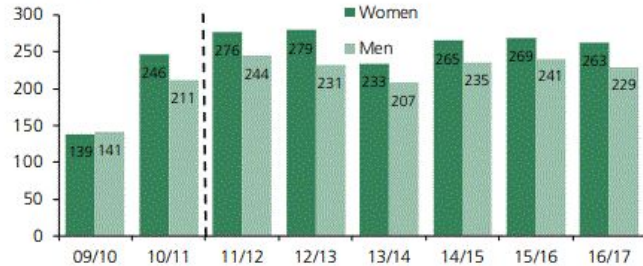
- As in previous years, the majority of apprenticeship starts were in the service sectors.
- 86% of all starters were in four subject areas:
 - Health, Public Services and Care
 - Business, Administration and Law
 - Retail & Commercial Enterprise
 - Engineering and Manufacturing Technologies.

National Demographics



“Age, Gender, Ethnicity, Disability?”

Apprenticeship starts by gender in England since 2009/10, thousands



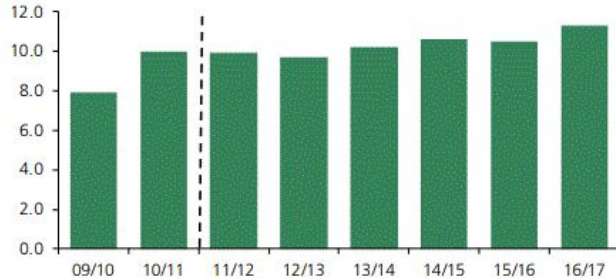
Females; **54%**

Males; **46%**

According to the Young Women's Trust, female apprentices are under-represented in STEM sectors, which tend to be better paid.

The Charity says action must be taken to improve access for women in STEM sectors, such as introducing mentoring schemes or women-only work experience placements.

Proportion of total apprenticeship starts by learners who are non-white in England since 2002/03 (%)



White learners; **88%**

Non-white Learners; **11.3%**

The proportion of starters who are non-white increased in 2016/17, from 10.5% in 2015/16 to 11.3% in 2016/17.

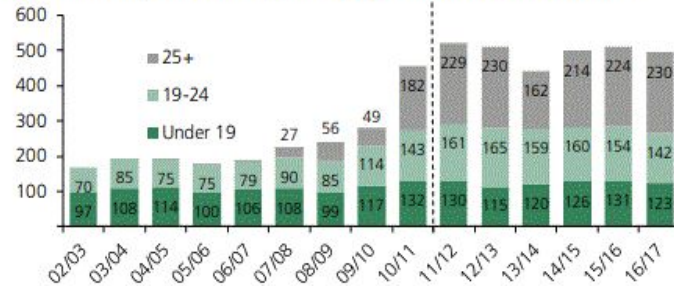
The number of non-white starters has been gradually increasing since 2011/12, from 51,350 to 55,000 in 2016/17. While the number of white starters fell between 2015/16 and 2016/17.

National Demographics



"Age, Gender, Ethnicity, Disability?"

Apprenticeship starts in England by age since 2002/03, thousands



25+; **46%**

19-24; **29%**

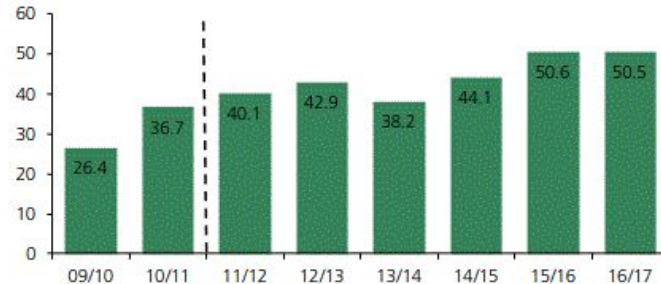
Under 19's; **25%**

121,000 people under 25 started an apprenticeship in 2016/17, 23,000 fewer than in 2015/16.

Starts for those aged 19-24 fell to its lowest level since 2009/10.

Meanwhile the number of starts by apprentices aged 25+ increased to its highest level since apprenticeships were made available for people over the age of 24 in 2004/05.

Apprenticeship starts by learners with a difficulty/disability in England since 2002/03, thousands



Learning Difficulty/Disability; **88.3%**

No Learning Difficulty/Disability; **10.3%**

In 2016/17, 10% (50,500) of apprenticeship starts were learners with learning difficulties and/or disabilities, slightly less than in 2015/16, but up 10,000 (25%) from 2011/12.

The proportion of starts by apprentices with learning difficulties or disabilities has been steadily increasing since 2011/12, and also increased slightly from 2015/16 to 2016/17.

April 2018

288



171 males



59 females

Registered learners on programme.

67

COTC Level 4

221

Other Apprenticeships

88 (31%)

STEM Apprentices

- **68** Team Leader/Supervisor
- **67** COTC Level 4
- **47** Business Administration
- **28** Engineering Maintenance
- **24** Vehicle Maintenance
- **17** Driving Good
- **14** Finance
- **8** WM Operations
- **7** Street Cleansing
- **4** Performance Engineering Operations
- **2** Amenity Horticulture
- **1** Systems & Operations Management
- **1** Data Analyst

Veolia Apprentice Demographics

(On programme statistics)



Age breakdown:

- 16-18 years - **28** (10%)
- 19 - 23 years - **51** (17%)
- 24+ years - **209** (73%)

Gender breakdown:

- Males apprentices: **223** (77%)
- Female apprentices: **65** (23%)

Ethnicity breakdown:

- White apprentices: **271** (94%)
- Non-white apprentices: **17** (6%)



Divisional Breakdown

Public & Commercial	216
Industrial Customers	52
Finance	13
Human Resources	2
Technical Design Operations & Maintenance	2
Water	3

Veolia Completes



August 2017 - April 2018

97



80 males



17 females

Recorded apprenticeship completions.

Apprenticeship National
Overall Achievements Rate
- 2016/17:

68%

gov.co.uk

Programme Completions

Street Cleansing	29
COTC Level	28
WM Operations	14
Business Admin	14
Engineering Maintenance	6
Driving Goods	4
Vehicle Maintenance	1
Finance	1

Veolia Withdrawals



August 2017 - April 2018

27



22 males



5 females

Recorded amount of apprenticeship withdrawals.

Withdrawal Reason:

Withdrawn 13

Left Company - 9

Dismissed - 3

Retired - 1

Taken up Full Time Position - 1

Programme Withdrawals

Street Cleansing	5
COTC Level	10
Business Admin	4
Team Leader/Supervisor	3
WM Operations	2
Drivings Goods Vehicles	1
Vehicle Maintenance	1
AAT	1

The Apprenticeship Levy?

One year since the introduction of the controversial apprenticeship levy; national figures show a **24%** fall in the number of people starting in-work training.

However, Veolia has not followed this trend. Instead, the organisation has adapted its way of working and subsequently seen a phenomenal spike in the number of apprentices.

A study by the [CIPD](#) has revealed;


- 20% of levy paying employers don't intend to use the levy at all to develop apprenticeships simply writing it off as a tax.
- 17% of employers support the apprenticeship levy in its current form.
- 53% of employers would rather see a more flexible and generalised training levy.

People Development

- In **April 2018** a registered **288** learners in Veolia were enrolled across **13** various apprenticeship programmes.

- People Development do not consider the levy a **tax** to be simply written off, but instead remain committed to **recouping associated costs**.

- Vocational specialists are proactive in developing the portfolio of technical and non-technical programmes (Incl. STEM), **on-boarding** Veolians, introducing smart **incentives** whilst supporting apprentices in learning and gaining **qualifications**.



"Despite the complexity, we are focused to increase our demand for apprentices and to ensure we have the right skills in our workforce to grow Veolia and boost productivity!"

40%

Veolia's forecasted utilisation of 2018 apprenticeship levy

Apprenticeship and Graduate position paper

June 18

CPD for PD staff:

- Journey from assessors to teachers
- External training utilised
- Training internally from teaching specialist
- Teaching theories & strategies, resource creation, assignment writing, subject knowledge, curriculum developments.
- Staff drive CPD monthly with 1:1's and staff training days monthly

Internal quality assurance:

- The 'Veolia standard of teaching' written and will drive improvement in teaching, learning and assessment.
- Peer triangles to be set up to ensure staff reflect on each other's performance and observe best practice.
- Teaching observation from leadership team to drive improvement and development of staff
- Every member of vocational team now involved in internally assessing the quality of each other's work - progression, marking, feedback, initial assessments, paperwork for audit
- New Student review progress is now taking place every month to monitor progress and success

2018 Quality & Improvement 'The drive to outstanding'

Digital learning

- Apprenticeship team will incorporate e-learning modules in to every apprenticeship standard to enhance the scheme of work.
- Apprenticeship team are to trial virtual classrooms and explore how that can support delivering functional skills to learners.

Functional skills/Additional learning support:

- Clear process of improvement
- New resources designed by PD staff
- 1:1 sessions monthly with ALS learners to encourage accelerated progress.
- Staff have regular CPD on subject knowledge in Maths and English.

Improved induction:

- Review of the process of apprentice recruitment.
- Increased focus on linking job spec to correct apprenticeship standard.
- New safeguarding process
- Clear commitment statement outlines responsibilities of all parties.
- ILP's completed and each apprentice has a learner journey map so they know expectations
- Clear target setting for manager and apprentice.