

**Kent Registered Manager
Conference
10 March 2021**

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**Kent County Council
Kickstart & Apprenticeships
in Kent**



Apprenticeship Background

- April 2017 – Introduction of the Apprenticeship Levy
- Employers with a pay bill in excess of £3m pay the apprenticeship levy of 0.5% calculated monthly
- KCC contributions equate to approximately £2.1m per year
- All public sector employers are subject to a Public Sector target (PST)
 - the requirement that employers will create a number of apprenticeship training opportunities for new and existing staff to the value of 2.3% of headcount

KCC Context

1144

New and existing KCC staff have
accessed apprenticeship
training since April 2017

Apprenticeship training

Apprenticeship training is delivered by Government approved training providers who KCC commission to deliver quality programmes

Examples of current apprenticeship training in KCC

Training level	Training programmes
Level 2	Accounting, Children & young peoples support, Adult care worker, Business Administration, Customer Care
Level 3	Supporting teaching & learning, early years education, lead adult care worker, Operational delivery, Payroll ,
Level 4	Project manager, Regulatory Compliance, Commercial Procurement, Business Improvement, Data analysis, accountancy, CYP&F practitioner
Level 5	Leadership & Management, Care leadership & management, CYP&F manager
Level 6 & 7	Social work degree , Occupational therapy degree, Project manager, Laboratory scientist

Sharing the KCC apprenticeship levy



- Since summer 2019 all levy paying employers have been able to share a proportion of their levy with other employers to support apprenticeship training
- New apprentices or existing staff
- Application process is accessible via kent.gov.uk with support provided
- Applicants must identify how the funding for training will support either;-
 - children & young people
 - Kent economic growth
 - older & vulnerable residents



Supporting the wider Kent economy

Sharing the KCC apprenticeship levy on programme

- 29 employers
- 99 employees

Apprenticeship level	
L2 & L3	74
L4	10
L5	7
L6	4
L7	4
Total	99

Professional area	Number on programme
Adult Social care	60
Accountancy	1
Administration	3
Customer care	2
Early years & Education	19
Science	3
Marketing	1
Nurse associate	2
Senior leadership	8

Supporting the wider Kent economy

Sharing the KCC apprenticeship levy – pipeline

- 20 employers
- 41 employees

Apprenticeship level	
L2 & L3	24
L4	9
L5	3
L6	3
L7	2
Total	41

Professional area
Adult Social care
Administration
Customer care
Early years & Education
Science
HR
Nurse associate
Senior leadership

KCC supporting the wider Kent economy

Sharing the KCC apprenticeship levy – Personal reflections

Level 3 Early Years Educator

Louise is absolutely fantastic and reliable. She has just come back from visiting Sheltered Housing where she did Carol singing with the children and worked with them to make Christmas cards for the residents. Her manager said they don't know how they'd have coped without her – she's enjoying every minute of her apprenticeship.

KCC supporting the wider Kent economy

Sharing the KCC apprenticeship levy – Personal reflections

Level 5 Nursing Associate

We are really enjoying supporting the nursing associate apprentice. It is really evident how much she has learnt in the past year and is now very competent and a pleasure to have as part of our team. I look forward to the future where we can invite and support more students in this way.

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**KCC Kickstart
Programme**



Government Kickstart scheme

- The new Kickstart Scheme is a £2 billion fund to create hundreds of thousands of high quality 6-month work placements aimed at those aged 16 to 24 who are on Universal Credit and are deemed to be at risk of long term unemployment.
- Funding available for each job will cover 100% of the relevant National Minimum Wage for 25 hours a week, plus the associated employer National Insurance contributions and employer minimum automatic enrolment contributions.
- Placement should support the participant to develop the skills and experience they need to find work after completing the scheme and should not require people to undertake extensive training before they begin the job placement
- The job placements created with Kickstart funding must be new jobs - must not:
 - replace existing or planned vacancies
 - cause existing employees or contractors to lose or reduce their employment



KCC Kickstart programme

On 14 December 2020 DWP approved KCC as a Kickstart employer.

- First phase agreement for 50 placement opportunities
- Offer meaningful placements that will enable the acquisition of new knowledge & skills with appropriate financial support.
- Bespoke development programme including specific induction, personal development, employability skills and ‘training for the job’
- Establish a buddy support system co ordinated by a kickstart champion
- Some placements will lead to apprenticeship opportunities as part of KCC entry to work programme
- Other placements will provide ‘work ready’ individuals for other Kent employers.

Kickstart Opportunities

- Country Parks
 - Trainee Ranger
 - Café Assistant
 - Visitor Centre assistant
- Kickstart Project support
- Country side Partnership – Events & Promotions
- Environmental projects assistants
 - Climate change
 - Communications

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