



## **Lancashire Skills and Employment Board**

**Private and Confidential: No**

**Wednesday 7<sup>th</sup> September 2016**

### **Apprenticeship Growth Plan**

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#### **Executive Summary**

The benefits of apprenticeships to Lancashire, both to our people and businesses, alongside unprecedented reforms to apprenticeships has led to the creation of an apprenticeship growth plan for Lancashire.

The draft of the apprenticeship growth plan is provided for review by the Committee

#### **Recommendations**

1. The Committee is asked to review and comment on the draft Apprenticeship Growth Plan, considering the questions in the paper and the options for the growth target.
2. The Committee is asked to agree the recommendation that the draft Apprenticeship Growth Plan is shared with partners for their consultation and buy in.

## **1. Background**

- 1.1 The Lancashire Skills and Employment Strategic Framework identifies growth in apprenticeships as a key priority in tackling replacement demand and skills shortages, as well as improving economic wellbeing in Lancashire. The Government has set a target to achieve 3 million apprenticeships starts by 2020 which is underpinned by a series of unprecedented reforms in apprenticeship policy and funding. Quality apprenticeships are proven to be of benefit to individuals and employers and positively contribute to the economic success of the UK.

- 1.2 The first draft of the Apprenticeship Growth Plan was presented to the Board at the meeting on 27<sup>th</sup> July 2016.
- 1.3 Board members were asked to send comments to Lisa regarding the plan outside the meeting. Thanks go to the members that gave their feedback to the Hub.
- 1.4 Taking on board the comments received a second draft has been created, a copy of which is attached as Appendix A.

## **2. Growth Target**

- 2.1 The Government target of 3 million has been the simple instrument used to determine growth target options 1 and 2. Option 1 while in line with Government targets is unrealistic. Option 2 sets out incremental growth while still aligning Lancashire with Government targets that are challenging but achievable and is therefore the recommended option.
- 2.2 The Committee is asked to consider the following questions:
  - Irrespective of the Government target, what level of apprenticeship growth is needed for the Lancashire economy?
  - Lancashire made a 3.37% contribution to the national number of apprenticeship starts in the last parliament. Will the % of levy drawn down by Lancashire businesses reflect this? Or will the number of levy paying businesses in Lancashire impact on our ability to achieve the same contribution in this parliament?
  - Should these caveats be made explicitly in the growth plan?
  - Is a more nuanced target required, breaking the total down by apprenticeships in certain sectors and/or levels? If so, how will we determine the breakdown?

## **3. Next Steps**

- 3.1 The Committee is asked to review and comment on the draft apprenticeship growth plan, considering the questions in the paper and the options for the growth target.
- 3.2 The Committee is asked to agree the recommendation that the draft apprenticeship growth plan is shared with partners for their consultation and buy in.
- 3.3 The intention is to make the final document visual using pictures and infographics after it has been consulted on by partners.