



Regional Strategy for Apprenticeships in the East of England

This Apprenticeship Strategy sets out what we would like to achieve over the next two years during introduction and implementation of the new apprenticeship levy. Through this strategy our primary aim is to help Local Authorities in the region to increase the number of apprenticeships that are undertaken and to help them to make best use of the funding through digital accounts attached to the apprenticeship levy.

We need to increase the availability of apprenticeship opportunities available within Local Authorities and enable progression from intermediate level apprenticeships as well as direct entry from level two through to higher level degree Apprenticeships and Master's Degree Apprenticeships.

We want to help bring partners together to develop new apprenticeships to support the development of staff in skills shortage areas across the region and to assist authorities to work together to identify common skills gaps and collaborate on solutions. This could involve working with professional bodies and authorities to develop apprenticeships apprenticeship routes to skills shortage areas where this has not been a traditional route.

We want to underpin the actions already being taken by Local Authorities and support their local ambitions.

In order to meet the needs of both learners and employers, we want to help authorities to learn from each other, share good practice and to share training and development opportunities in relation to apprenticeships.

In order to support their local communities, we want to assist authorities to take account of their local NEETs and economic development issues by working with their supply chains where applicable.

Our Vision

By 2019 all authorities in the region will be offering apprenticeships to their existing workforce and have accessed funding from their digital account

Staff will have increased understanding of the valuable impact of apprenticeships for attracting new staff and developing the skills and careers of existing staff.

Entry level apprenticeships across the region will have increased to over 1000.

All authorities within the region will have details about the standards, frameworks and suppliers available to tackle the known skills shortage areas and have a network of partners to work with on any new areas.

We will do this by:

- Collating existing good practice and new initiatives e.g. trailblazers or existing successful schemes. And sharing that across the region.

- Coordinate collaboration of local authorities across the region on good practice, by matching them based on activity or any plans where cross boundary working may be appropriate. This might include things like joint assessment centres, recruitment exercises or commissioning provision on a county/ sub regional or regional level.
- continuing to coordinate suppliers (Universities/Colleges etc) so that we can help authorities identify and navigate what is available and influence supply in terms of suitable frameworks/standards. Suggesting a group approach to negotiating fees if there is sufficient demand.
- supporting a working group of interested HR/L&D practitioners to develop the strategy and activity around the apprenticeship agenda and a separate stakeholder group with providers which can help to meet our needs and provide good value for money.
- helping to promote “careers in local government” with the help of the LGA and share approaches with authorities to attract apprentices.
- working with the trades unions to involve them and use their allocated resources to support authorities at employer level.
- Recognising that authorities may choose to work with partners outside of local government for the benefit of their own communities and work beyond the scope of this strategy but still take part in the regional collaboration

Supporting Apprentices to get up and grow.