

Apprenticeships in Camden Schools

The government has introduced changes to apprenticeships.

Senior staff in Camden Schools are encouraged to think about how apprenticeships can fit into their workforce planning and to consider if they can offer apprenticeships to existing staff as well as new recruits. Apprenticeships in the UK have gone through wide reaching changes and Camden is responding to this by supporting local schools to offer quality apprenticeship programmes and take advantage of any opportunities the changes present.

What's different about apprenticeships?

The Conservative manifesto promised to deliver 3 million apprentices 2015-2020 and the government has introduced two policies to deliver this pledge:

1. The Enterprise Act requires public sector organisations (including schools) with 250 or more staff to employ an average of at least 2.3% of their headcount as new apprentices over the period from 1 April 2017 to 31 March 2021.
2. The Apprenticeship Levy adds a 0.5% tax on all employers with a payroll over £3 million. Camden's community schools are viewed by the government as under the umbrella of the Council and so are included under the apprenticeship levy. The money paid into this levy is held in an apprenticeship levy account that can then be drawn down to spend on training, assessment and certification for apprentices at all levels.

New apprenticeship standards offer a broader range of training from GCSE equivalent all the way up to Masters Degree qualifications. They are designed to allow better quality training in skills that are relevant to employers and that keep up to date with changes in each sector.

More people are able to access apprenticeships

Apprenticeships are now more accessible to anyone over the age of 16 as there is no cut off age for apprenticeship funding. Apprenticeships can also be accessed by people that have higher qualifications even up to degree level.

Under the new arrangements, apprenticeships are now an attractive option for training existing staff as well as the traditional apprenticeships for new recruits. Schools are encouraged to offer a range of different apprenticeships to:

- New apprentices recruited into schools
- Current apprentices progressing to a higher level
- Current members of staff who are looking for a development opportunity
- Current members of staff who require a professional qualification as part of their role

How can I find out more about offering an apprenticeship?

The Camden Apprenticeships team and Organisational Development and Learning & Development team provide advice to schools to help plan your apprenticeship including salary, training costs and what you as a manager will need to do. They also provide a recruitment service and ongoing support to help you get the right apprentice and help them complete their training successfully.

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