

Warwickshire County Council

Apprenticeships Policy Statement



Introduction

The Government has prioritized the development and growth of Apprenticeships with a target of 3 million and a complete new funding system to be introduced through the Apprenticeship Levy, a new support system through the Digital Apprenticeship Service and the creation of a target for Public Sector bodies. Apprenticeships are the Government's primary route to skills and employability for people of all ages and these changes demonstrates this.

Apprenticeships are not just about recruiting new people, they are a valuable part of the Learning & Development package available to all staff regardless of age and length of service and they ensure that your team has the practical skills and qualifications it needs now and in the future. The mixture of on and off job learning across over 200 frameworks and 110 sectors of employment ensures that those employees on an Apprenticeship learn the skills that work best for our business. Warwickshire County is one of over 130,000 companies who offer apprentice places because they understand the benefits that apprentices bring to their business – increased productivity, improved competitiveness and a committed and competent work-force.

Purpose

As agreed by our Strategic Directors Leadership Team, the purpose of this policy is to support Warwickshire County Council in becoming the Champions of Apprenticeships in Warwickshire.

Scope

The scope of this policy includes internal recruitment/development processes as well as outward facing work with employers, partners, suppliers and stakeholders.

Policy Statement

Apprenticeships should be considered as part of the Learning & Development package available to all staff regardless of age and length of service.

As vacancies occur the appropriateness of recruiting an Apprentice should be considered.

That the Council will ensure a number of Apprenticeship vacancies within the Council are available only for young people who are in the care of, or receiving a care leaving service from Warwickshire County Council to apply for. All such young people, assuming they meet the criteria of the post, will also be guaranteed an interview for any Apprenticeship vacancy within the Council.

That Apprenticeship's are included in the Councils overall Skills Agenda.

That School's are encouraged to consider Apprenticeships as part of the recruitment and learning package for School Support Staff.

Our supply chain and sub contractors should be encouraged to make use of Apprenticeships as both a development programme for their staff and for future recruitment.

Further Advice

More information on Apprenticeships can be found on the Apprenticeships section of our Intranet under recruitment and Induction [here](#) and at the National Apprenticeships website www.apprenticeships.org.uk