



**South East Region**

## Learn from Medway Council

# **Making Apprenticeships work for all of us**

### **Background**

Like all local authorities we are subject to the apprenticeship levy, for us at Medway it amounts to c. £500,000 so we must make sure that we capitalise on that and use it productively to support our staff and their professional development

### **What they did**

As part of the new Public Sector Targets, we have been set a target of 88 new apprenticeship starts per year, from 2017 – 2021; this can include current staff, already working for the council, who commence a new apprenticeship programme. We have made a good start and already have 53 identified apprenticeship starts. Some are existing staff who are undertaking programmes such as ILM Leadership and Management, Public Service Operational Delivery Officer, Paralegal and Chartered Legal Executive. Others are new apprentices to the organisation, undertaking their first employment roles.

Our next phase involves working with our Managers in adult social care to identify opportunities to offer development through new apprenticeship standards. We have a number of adult practitioners, moving to a new integrated team model, who are keen to look for professional development via an apprenticeship programme and we are watching the development of the Social Worker apprenticeship standard with interest. We feel that the apprenticeship programme route to achieve a desired qualification offers opportunities to people who may otherwise have been financially disadvantaged from access through traditional routes; or for those who have not previously had the educational opportunity.

## What they achieved

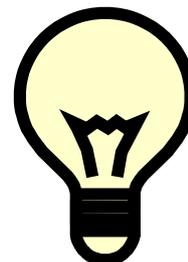
We have launched an Apprenticeship Academy and have appointed a dedicated Organisational Development Consultant, who works purely on our apprenticeship offer. This ensures we have the resource to support all our apprentices with a broad curriculum of learning and development opportunities, their own dedicated Apprentice Forum, wider benefits and discounts i.e. our Academy is registered with the National Union of Students so all our apprentices get an NUS Apprentice Extra card. This also means we have robust Quality Assurance processes, offering on-going support to apprentices and line managers and ensuring that our training providers are linked into our overall goals, as well as our learners.

## Lessons Learnt

Early days so no lessons learnt yet

## Top Tips

- ✚ You must have buy-in from the top of the organisation
- ✚ Commitment must be apparent throughout the organisation
- ✚ Make sure you have a good communication strategy that is ongoing and supports the implementation
- ✚ By doing this we have created a huge appetite for apprenticeships and the potential for utilising them is now being realised



**For more information please see below:**

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