



Apprenticeships
Talent Development Board
28/10/2021

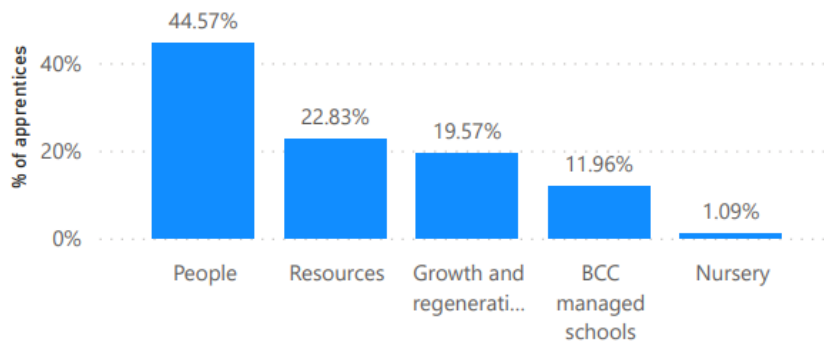
Apprenticeship report

April to September 2021

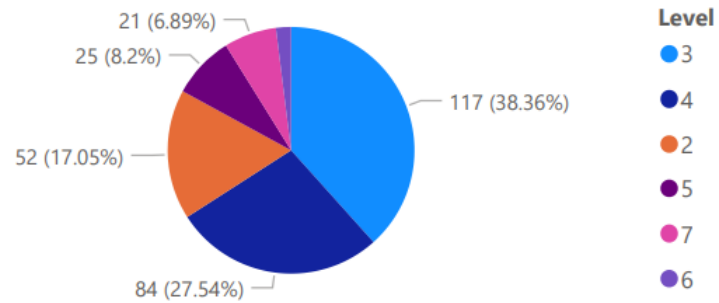
- 93 fully registered apprentice starts
- 23 others commenced and completing on boarding process with college
- 48 expected starts minimum in October and November
- On target to meet public sector duty of 214 starts and stretch target of 250 by April 2022
- Expired levy in September of £31,577



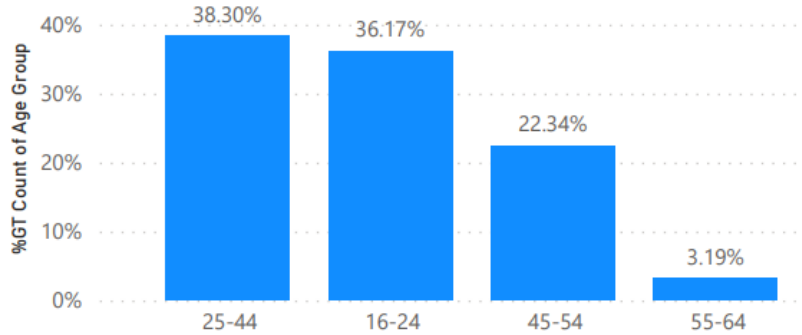
Percentage of apprenticeship starts by directorate



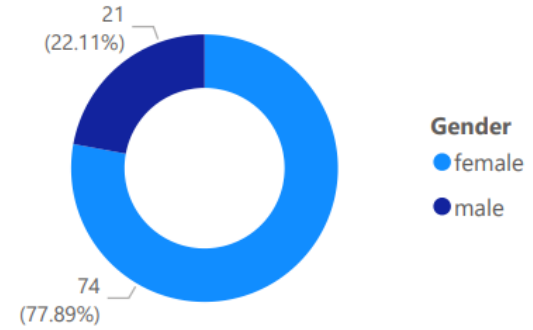
Level of apprenticeship



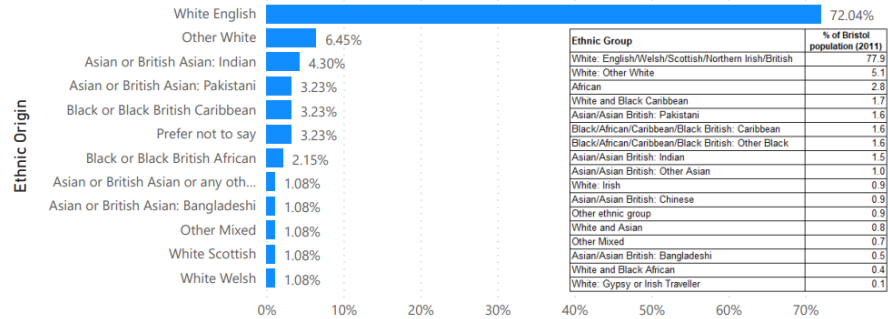
Age group



Gender



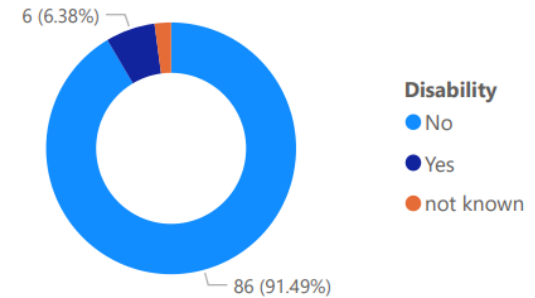
Ethnicity



Ethnic Group	% of Bristol population (2011)
White: English/Welsh/Scottish/Northern Irish/British	77.9
White: Other White	5.1
African	2.8
White and Black Caribbean	1.7
Asian/Asian British: Pakistani	1.6
Black/African/Caribbean/Black British: Caribbean	1.6
Black/African/Caribbean/Black British: Other Black	1.6
Asian/Asian British: Indian	1.5
Asian/Asian British: Other Asian	1.0
White: Irish	0.9
Asian/Asian British: Chinese	0.9
Other ethnic group	0.9
White and Asian	0.8
Other Mixed	0.7
Asian/Asian British: Bangladeshi	0.5
White and Black African	0.4
White: Gypsy or Irish Traveller	0.1

Bristol population data is from the 2011 census

Disability



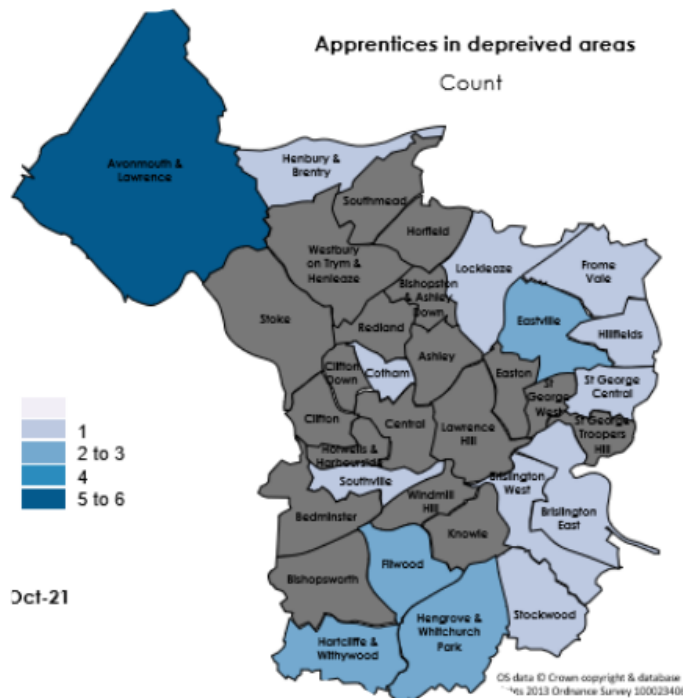
Apprentices from areas of deprivation

Bristol

Including only apprentices in West of England LA postcodes.

Deprived area = most deprived 20% from IoD2019 IMD

NB: Not all apprentices have a valid postcode recorded



Apprentices from deprived areas by ward

Ward	Count of Ward
Avonmouth and Lawrence Weston	6
Filwood	3
Hartcliffe and Withywood	3
Eastville	2
Hengrove and Whitchurch Park	2
Lockleaze	2
Brislington East	1
Brislington West	1
Cotham	1
Frome Vale	1
Hillfields	1
Henbury and Brentry	1
Hillfields	1
Southville	1
St George Central	1
Stockwood	1
Total	27

% apprentices from deprived areas

28.4%



Apprenticeships

Rotational Apprenticeship pilot

Idea: To create an apprenticeship pilot that would provide an individual to have exposure to different functions of BCC, similar to that of a graduate programme

- Providing a meaningful experience which would enable the individual to attain knowledge and skills
- Opening doors to careers/functions that an individual may not have considered
- Enabling teams to participate and attract new talent to the business and open the eyes of what they do, to apprentices

Great opportunity for BCC to gain a new audience and focus on our identified target groups, providing a similar opportunity to University Graduate scheme

Reasons and rationale for this pilot

Desire to make BCC an accessible employer for all - YPN and supported from EmbRACE, DCN and Trade Unions

Removes the limitation of an apprentice being in just one area of the business.

Apprentices to see the bigger picture

A strategic approach that has long term benefits for succession planning.

Fully support from Staff led groups and Trade Unions

Supports our objective to reduce the age profile, BCC currently on 3.8% of headcount for 16 to 24 year olds. (improved .3% from 2020 due to increase in apprentice starts)

Futureproofing our workforce and developing our future skills now

Bristol Council to lead on this – Good news story, PR opportunity



Renishaw Model

- 2 year apprenticeship
 - 4 months in each business function x 3
 - Final 6 months in chosen placement or another function

At the end of each placement the apprentice would give a presentation on what knowledge, skills and behaviours they have learnt

Managers would each have an overview of the standard and would agree specific activities within the team to ensure they could supply all evidence for EPA

First 4 apprentices undertaking achieved highest grade at their EPA – Distinction

RENISHAW 

Our ask of you



1. Support for the apprenticeship rotational pilot programme



2. Ideas for department sponsors and mentors



3. Commitment from BCC Senior Leaders to invest in this scheme – finance and resources



4. Guarantee a job on successful completion



Discussion and questions

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