



**DORSET & WILTSHIRE
FIRE AND RESCUE**

Apprenticeship Public Statement 2018/19

A target for the number of apprentices in public sector bodies

Ex-Prime Minister David Cameron commissioned an independent review of apprenticeships which was carried out by Doug Richards. The results of the Richard Review of Apprenticeships was published in November 2012. The Review looked at how apprenticeships in England could meet the needs of the changing economy.

<https://www.gov.uk/government/publications/the-richard-review-of-apprenticeships>

The report's recommendations included:

- redefining apprenticeships,
- greater focus on the outcome of an apprenticeship,

- using recognised industry standards to form the basis of every apprenticeship,
- making sure all apprentices reach a good level in English and Mathematics before they can complete their apprenticeship,
- creating the right incentives for apprenticeship training through government funding, and,
- encouraging greater diversity and innovation in training.

In October 2013, in response to Doug Richard's independent Review of Apprenticeships, the Government published their response 'Future of Apprenticeships in England Implementation Plan'. One of

the Government goals was for it to become the norm for young people to go into an apprenticeship or to university, or in the case of some Higher Apprenticeships, do both. The aim of these reforms was to raise the nation's skills and in return deliver strong returns for the economy. In their plan the Government set out a new approach to apprenticeships where employers would set the standards. By reforming, the Government aim was that apprenticeships would become more rigorous and more responsive to the needs of employers.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/253073/bis-13-1175-future-of-apprenticeships-in-england-implementation-plan.pdf

Benefits of Apprenticeships

Apprenticeships deliver significant benefits. Education and training raises the level of skills available in the economy, as well as driving productivity and national prosperity. Economic benefits are generated when education and training help individuals to achieve a higher level of qualification, increasing their employment prospects, productivity and wages. These benefits translate into significant monetary returns for individuals over a working life. These add up to between £77k and £117k for level 3 apprenticeships¹. Those completing an apprenticeship at level 4 or above could earn £150k more on average over their lifetime².

Apprentices are also clear that their apprenticeships have increased their productivity and prospects. 85% of apprentices said their ability to do the job had improved and 83% said their career prospects had improved³.

Apprenticeships also deliver important benefits to employers: 82% of surveyed employers said they were satisfied with the programme and 70% reported that apprenticeships improved the quality of their product or service⁴. The cost of apprenticeship training pays for itself within one or two years of completion, through the increased productivity of the former apprentice⁵.

These benefits lead to a significant return for the taxpayer too: the amount of return is between £26 and £28 for every £1 of government investment in apprenticeships at level 2 and level 3 respectively. This is considerably higher than the average of £20 for every £1 of investment for further education qualifications as a whole⁶.

Following on from the Apprenticeship Reforms a bill was produced which included measures on apprenticeships. The Enterprise Bill was introduced to Parliament on 16 September 2015. The Bill started in the House of Lords and then passed through the House of Commons before Lords consideration of Commons amendments on 19 April 2016.

¹ London Economics (2011) – BIS Research Paper Number 53, Returns to Intermediate and Low Level Vocational Qualifications

² AAT and CEBR (2013) University education – is this the best route into employment?

³ Apprenticeship Evaluation: survey of learners (2014)

⁴ Apprenticeship Evaluation: survey of employers (2014)

⁵ https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/32306/12-814-employer-investment-in-apprenticeships-fifth-net-benefits-study.pdf

⁶ BIS research paper 229 (2015) Further education: measuring the net present value in England

Enterprise Act becomes law. The Enterprise Bill received Royal Assent and became the Enterprise Act. The UK's 5.4 million businesses are set to benefit as the Enterprise Bill received Royal Assent on 4 May 2016 and becomes the Enterprise Act

The Enterprise Act included a series of measures which were introduced for Public Sector Bodies, such as Dorset & Wiltshire Fire and Rescue Service. The Act contained measures to:

- increase the number of apprenticeships in the public sector,
- provide a power for the Secretary of State to set targets for public sector bodies in relation to the number of apprentices they employ in England,
- require the public bodies to have due regard to any targets set on them and to report annually on progress against meeting those targets,

- increase the number of apprenticeships in the public sector, and,
- help meet the Government's commitment to deliver 3 million apprenticeships before 2022.

Dorset & Wiltshire Fire and Rescue Service are committed to supporting the apprenticeship reforms and providing opportunities to the people who live within the communities of Dorset and Wiltshire with gainful employment and highly regarded training.

Part of the reforms included changing the way in which apprenticeships were funded. The Apprenticeship Levy came into force

on 6 April 2017. The Apprenticeship Levy is a UK Government employment tax which would be used to fund apprentice training. Dorset & Wiltshire Fire and Rescue Service is required to contribute to the Apprenticeship Levy and monthly payments are made via the HMRC's PAYE process. Our Apprenticeship Levy contribution in the financial year 1 April 2018-31 March 2019 was £177k. Dorset & Wiltshire Fire and Rescue Service is required to pay 0.5% of our annual pay bill to the Government to support apprenticeship funding via the Apprenticeship Levy.

<https://www.gov.uk/government/publications/apprenticeship-levy-how-it-will-work/apprenticeship-levy-how-it-will-work#pay-apprenticeship-levy>

We are required by the Government to publish our progress in achieving the measures set out in the Enterprise Act and below is a summary showing the number of employees and apprentices working for us as at 31 March 2019 and whether we have achieved the public sector apprenticeship target of 2.3% of the workforce being an apprentice:

Number of Dorset and Wiltshire Fire and Rescue Service Employees who work in England

| | |
|---|-------|
| Number of employees who were working in England on 31 March 2018 | 1,364 |
| Number of employees who were working in England on 31 March 2019 | 1,325 |
| Number of new employees who started working for you in England between 1 April 2018 to 31 March 2019 | 153 |
| Number of Dorset & Wiltshire Fire and Rescue Service apprentices who were working in England on 31 March 2018 | 6 |
| Number of Dorset & Wiltshire Fire and Rescue Service apprentices who were working in England on 31 March 2019 | 4 |
| Number of new Dorset & Wiltshire Fire and Rescue Service apprentices in England between 1 April 2018 to 31 March 2019 (includes both new hires and existing employees who started an apprenticeship) | 4 |

Details of Dorset & Wiltshire Fire and Rescue Service progress on the apprentice target to 31 March 2019 is shown in the table below:

| Reporting Criteria | Percentage |
|---|------------|
| Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2018 to 31 March 2019 | 2.6% |
| Percentage of total headcount that were apprentices on 31 March 2019 | 0.30% |
| Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2018 to 31 March 2018 as a proportion of total headcount on 31 March 2019 | 0.29% |