



Subject:	Apprenticeship Programme Funding
Date:	22 nd March 2024
Reporting Officer:	Trevor Wallace, Director of Finance
Contact Officer:	Trevor Wallace, Director of Finance

Is this report restricted?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Please indicate the description, as listed in Schedule 6, of the exempt information by virtue of which the council has deemed this report restricted.		
Insert number <input type="checkbox"/>		
<ol style="list-style-type: none">1. Information relating to any individual2. Information likely to reveal the identity of an individual3. Information relating to the financial or business affairs of any particular person (including the council holding that information)4. Information in connection with any labour relations matter5. Information in relation to which a claim to legal professional privilege could be maintained6. Information showing that the council proposes to (a) to give a notice imposing restrictions on a person; or (b) to make an order or direction7. Information on any action in relation to the prevention, investigation or prosecution of crime		
If Yes, when will the report become unrestricted?		
After Committee Decision	<input type="checkbox"/>	
After Council Decision	<input type="checkbox"/>	
Sometime in the future	<input type="checkbox"/>	
Never	<input type="checkbox"/>	

Call-in		
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

1.0 Purpose of Report or Summary of main Issues
1.1 The purpose of this report is to advise members on how the apprenticeship programme could be funded.

2.0	Recommendations
2.1	The Committee is asked to agree to funding the 2024/25 apprenticeship programme from realignment of specified reserves with the costs for future years being incorporated into the medium-term financial plan.
3.0	Main report
3.1	In February 2024 the Director of Human Resources presented a report to the Strategic Policy and Resources committee on the introduction of an apprenticeship programme for the council. This report highlighted two potential areas where this could initially be introduced, namely Fleet and Resources and Digital Services. The Committee noted the content of the report and agreed that a further report be submitted on how such a programme could be financed.
3.2	The report highlighted the full year costs of the initial programme was approximately £77k per annum, including salary and training costs. This equates to an ask in 24/25 of approximately £45k. These initial apprenticeships will last for 3 years at a total cost of approximately £231k, subject to nationally agreed pay awards.
3.3	As referred to in the Director of Human Resources' report, there currently is no budget for this programme, either departmentally or centrally. Normally we would review the year -end financial position and if there are funds available set aside money in a specified reserve to fund this for 24/25. However, it is likely that the recruitment process will need to commence before we know the year end position so to ensure the recruitment of this programme can go ahead in a timely manner, I am proposing the following financial options: <ul style="list-style-type: none"> 1) Agree to realign £45k from specified reserves to this scheme for 24/25; 2) If funds available at year end, replenish the specified reserve; 3) Incorporate the future funding requirement into the medium-term financial plan currently being devised.
3.4	As part of the medium-term financial planning further discussions will be held with the Director of Human Resources and relevant Directors re the expansion of the apprenticeship programme into other areas.
	Financial & Resource Implications
3.5	There is no additional in year cost, however, there will be recurring costs of approximately £77k per annum from 25/26 onwards.
	Equality or Good Relations Implications / Rural Needs Assessment
3.6	None
4.0	Appendices – Documents Attached
	None