

Part 1: Apprenticeships

Presented by

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How to recruit an apprentice

An employer can start the process of recruiting an apprentice by contacting any of the following organisations;

- The National Apprenticeship Service
- The Skills & Employability Service at KCC
- KAFEC (Kent Association of Further Education Colleges)
- KATO (Kent Association of Training Organisations)

Apprenticeships in Kent

- Kent Employment Programme (KEP) offers a grant of £1000 to employers who recruit 16-24 years old who are NEET (Not in education employment or training) or claiming out of work benefits
- The programme placed 930 young people into apprenticeships between 2012 and 2015

Funding

- Training for 16-18 year olds is fully funded by government
- Training for 19-24 year olds is part funded (50%) by government and partly by employers
- National Apprenticeship service grant available of £1500

KCC Apprenticeships

- Kent County has a target to employ 140 apprentices this year with 800 to have been employed by 2018
- We offer a variety of roles; business & admin, customer service, ICT, libraries and archives, early years, teaching assistants, accountancy and project management
- KCC pays above the apprenticeship minimum wage, from October 2015 this will be £140 and can be raised based on performance.

How do they work?

- Full time employment (at least 30 hours per week)
- Paid at least £2.73 per hour (£3.30 from October 2015)
- Apprentices work towards an NVQ, technical certificate and functional skills (maths & English)
- FE Colleges and work based training providers work deliver apprenticeships and work in partnership with KCC to promote them across the county

Levels

Intermediate Apprenticeship

- Level 2
- 12 – 18 months
- Equivalent 5 GCSEs A* - C

Advanced Apprenticeship

- Level 3
- 18 – 48 months
- Equivalent 2 A levels

Higher Apprenticeship

- Level 4,5, 6 & 7
- 24 months +
- Equivalent HE qualifications

Case Study

Linda Larter at Sevenoaks Town Council has successfully recruited a number of apprentices in the last few years. They currently employ an apprentice on a level 3 accountancy apprenticeship, this could lead onto high level qualifications without the need to go to university.

This shows the worth of an apprenticeship and that they should be seen as a viable and equal alternative to a degree.

Apprenticeship Data

- In the year 2013/14 520 people started an apprenticeship in Sevenoaks district
- In the first 2 quarters of 2014/15 320 people started an apprenticeship in Sevenoaks, this shows an increase on last year so far.
- 1 apprentice currently employed by Sevenoaks District Council

The National Picture

- As part of the governments Enterprise Bill, a proposal to mandate public bodies such as schools, prisons, hospitals and councils will be introduced in the autumn. This is the start of plans to create 3 million more apprenticeships during this government.
- The bill will also give apprenticeships the same legal protection as degrees to clamp down on their misuse by employers.

Part 2: Commissioning School Places

Commissioning of Primary School Places

- Demand for school places is prompted by changing demographics predicated on inward migration and a steady increase in birth rates in the District.
- Planned housing development in the area is restricted to one or two sites. However the impact is significant, due to their being few options remaining for expanding existing schools.
- There are currently 42 Primary Schools in the Sevenoaks District and a total of 1421 places available in Reception Year in 2015-16.

Recent Primary Commissioning Activity

Review of 2012 -13

- The 2012 KCP identified the need for up to 100 additional places in Year R for September 2013 - Achieved by permanently expanding Sevenoaks Primary School, Otford Primary School, Lady Boswell's Church of England (VA) Primary School and St John's Church of England Primary School.

Review of 2013-14

- For 2013 actual numbers exceeded our forecasts slightly. Seal CE Primary School agreed to accept an extra form of entry (30 Year R places).

Main Areas of Primary Pressure

- Sevenoaks Town - Forecast deficit for 2015 due to inward migration and developments. Very few options for further expansion.
- Swanley/Hextable – Pressure increasing slowly to due small local developments and inward migration.
- Westerham/Edenbridge – Due to inward migration and medium scale development.

Primary Factors

- Discussions ongoing with various schools for 2016 and beyond.
- Three main developments impacting on future years (Dunton Green, Edenbridge, Fort Halstead).
- Other minor developments still impacting on rural areas.
- Sevenoaks town remains the area of greatest demand, but rural pressures are being identified.

Primary Place Commissioning Activity for September 2015

- Seal CE Primary School has taken a temporary increase to 2FE.
- Hextable Primary School has taken a temporary increase to 3FE.
- Weald Primary School have taken a small increase from September 2015.
- Edenbridge Primary School is willing to go over PAN, if required.

Primary Place Commissioning Activity for September 2016

- Seal CE Primary School will undertake a consultation to enlarge permanently to 2FE.
- Hextable Primary School will undertake a consultation to enlarge permanently to 3FE.
- Edenbridge Primary School will undertake a consultation to enlarge permanently to 3FE.
- Dunton Green Primary School will undertake a consultation to enlarge permanently to 2FE.
- Weald Primary School will undertake a consultation to enlarge permanently to 1FE.
- Other smaller enlargements are under consideration.

Commissioning of Secondary School Places

- Following closure of Oasis Academy Hextable, there are only three Secondary Schools in Sevenoaks from September 2016.
 - Knole Academy
 - Orchard Academy
 - Trinity Free School
- Still awaiting the decision from SoS re: the proposed Grammar Annex.

Closure of Oasis Hextable Academy

- KCC vigorously opposed the closure of Oasis Hextable Academy, but the SoS decision was to close the school.
- The closure of Oasis Hextable Academy will increase pressure in the North of the District.
- This is exacerbated by a forecasted pressure on secondary places in Dartford, although several schools in Dartford are increasing their capacity accordingly.
- KCC is retaining the Hextable site as a possible solution to secondary capacity issues in the area.

Sevenoaks Grammar Annex

- KCC maintains their policy of pursuing a grammar school provision in Sevenoaks.
 - At least 1100 children leave Sevenoaks district to attend grammar schools in Tonbridge or Tunbridge Wells.
 - Local pressure in Tonbridge & Tunbridge Wells means that fewer grammar places will be available to Sevenoaks students.
 - Even following the establishment of the Trinity Free School, local demand in Sevenoaks means that a grammar provision would be necessary to fulfil the statutory duty to provide school places.
 - The application from Weald of Kent Grammar School to establish a grammar annexe in Sevenoaks, was passed to the SoS for a decision in November 2014.
 - Should the Weald of Kent Grammar School application be successful, we anticipate similar applications from boys grammar schools.
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Trinity Free School

- The Trinity Free School is in its final year in Ryedale Court. A new 4FE school is being built on the Wilderness site.
- The build is underway with an expected completion date of September 2016.
- It is anticipated that sufficient modular classrooms and facilities will be completed ready for the new school to move into for September 2015.