

**Executive Board Member Decisions Meeting for the Leader
Targeted Finance Fund
2018 - 2019**

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2018/19 Budget Available - £100,000

Full Report Value: £20,000.00

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Application Reference: TFF/18/01

Project Title	Apprenticeship Employment for New Entrants
Applicant	Cyfle Building Skills Ltd
Ward	County
Project Description	<p>The Cyfle Building Skills Shared Apprenticeship Scheme commenced in September 2013 with 3 Regions, Carmarthenshire, Ceredigion/Pembrokeshire and Neath Port-Talbot/Swansea. In October 2016 Cyfle Building Skills was awarded Charitable Status.</p> <p>Cyfle Building Skills is a Multi Award Winner Regional Shared Apprenticeship Scheme that currently employs over 140 apprentices. It is a Shared Apprenticeship Scheme that was launched by South West Wales Regional Shared Apprenticeship Ltd (SWWRSAL) and CITB in 2013 which is currently the largest Shared Apprenticeship Scheme in the UK. The aim is to provide a service which supports young adults into sustainable employment within the construction industry. This will help young people further their careers and their chances of gaining employment. They will have the opportunity to gain an NVQ level 2 & 3.</p> <p>A Shared Apprentice who completes the full training programme will pick up an NVQ Level 3 in their chosen trade. Currently, around 90% of apprentices who complete the three years have secured full time employment in their chosen trade. Cyfle Building Skills will introduce new tradespeople into the sector and boost employment. It also means that, through tough economic climates contractors are not tied to supporting full-time apprenticeships. The Shared Apprenticeship Scheme allows apprentices to complete a full apprenticeship programme by working with a number of different employers, to gain the skill sets they require to become qualified.</p> <p>Providing this varied and comprehensive learning opportunity can reduce the risk of 'drop off' which is reported to be an issue within the sector. It is felt that providing a learner with a more rounded view of the industry equips them with the knowledge and experience they require to make informed choices about their</p>

career options therefore reducing the risk of 'drop off' exponentially.

It has been set up to help employers who want to support the development of skills while working on regional contracts, but are not in a position to offer a full term apprenticeship, and who wish to support training the future workforce. Getting involved in the Shared Apprenticeship Scheme allows employers to dip in and out of apprentice training. The Scheme allows you to take on an apprentice, for as short a duration as three months, with no commitment to the apprentice at the end. The Scheme allows employers to enjoy all the benefits of an apprentice, without any long-term risk or long-term cost to their business. Once the apprentice has finished working with an employer they are found another placement, and upon framework completion, they will be assisted in sourcing permanent employment within their chosen trade.

Cyfle Building Skills is an innovative Shared Apprenticeship Scheme enabling young adults to gain sustainable employment within the construction industry.

The scheme, which is supported by the Construction Industry Training Board (CITB), operates within the South West Wales Region (population 720,000).

Cyfle currently employ 135 apprentices in nine trades which are deemed priority/growth areas within the sector to include Bricklaying, Carpentry, Electrical, Maintenance, Plastering, Plumbing, Painting & Decorating, Technical apprenticeships and Business Administration.

The Shared Apprenticeship Programme is a two-year course. Year one being NVQ level 2, with the majority of the intake via the pathways to apprenticeship programme. The 'shared' nature of the scheme allows apprentices to work with multiple contractors throughout their training, which maximises learning experiences by promoting extensive site exposure. Consequently, learners are equipped for life as working tradespeople, which ultimately Improves their employability.

One of their main funding Partners (CITB) have withdrawn funding and support for Electrical and Plumbing Apprenticeships across the UK which has made it difficult for Cyfle to offer these routes through new entrants.

They have just completed the interview process for the next cohort of apprentices hoping to start the programme in September 2018. They have interviewed some excellent young people from the Region in Electrical and Plumbing trades and would like to offer 12 candidates employment with Cyfle so that they can be employed, trained and working with the Industry, which will enable them to complete the qualification to become a skilled tradesman and an active citizen within their community.

Currently Cyfle are the only Shared Apprenticeship Scheme in

	<p>South West Wales which can offer opportunities for Electrical and Plumbing.</p> <p>The aim would be to integrate the Apprentices into local infrastructure, housing, refurbishment, new build opportunities with local SME Construction Employers.</p> <p>CITB have always supported Electrical and Plumbing (up to £4,000 per student) funding each year since the inception of the Scheme in September 2013. This funding has been withdrawn from this year which has led the Organisation to look at other funding opportunities so that Electrical and Plumbing Apprenticeships are not lost to the Region through the Shared Apprenticeship Route.</p> <p>The 12 potential apprentices would have previously been allocated £48,000.00 towards the employment and training of these candidates through Cyfle as the employer.</p> <p>The TFF Funding will help support the employment of 12 new apprentices.</p>
<p>Total Project Cost</p> <p>Eligible Capital</p> <p>Eligible Revenue</p> <p>Ineligible Costs</p> <p>Amount and % of grant requested</p> <p>Match funding</p>	<p>£48,000.00</p> <p>Nil</p> <p>£48,000.00 £4,000.00 per apprentice @ 12</p> <p>Nil</p> <p>£20,000.00 @ 41.7%</p> <p>£28,000.00 Combined Regional Client Stakeholders Support - Secured</p>
<p>Evidence of Need / Community Engagement</p>	<p>Currently there is a huge demand for Skills particularly in Construction within Carmarthenshire and the wider community. Cyfle have been inundated with 30 applications from a current cohort of Electrical and Plumbing full time students who are not able to access an apprenticeship in Industry, which will not allow them to progress with their career aspirations.</p> <p>With the support of this funding they would be in a position to offer 12 new apprenticeship opportunities, along with full time employment.</p>
<p>Contributing to key Strategies</p>	<ul style="list-style-type: none"> • Building resilient communities - Integrate young people with the community and local organisations, encourage intergenerational collaboration • Regional Delivery Plan for Employability and Skills - Working closely with organisations, with the possibility to gaining full time or part time employment post education, up

	<p>skilling clients/beneficiaries</p> <ul style="list-style-type: none"> • Integrated Community Strategy for Carmarthenshire <ul style="list-style-type: none"> ○ People in Carmarthenshire fulfil their learning potential ○ Carmarthenshire has a stronger and more prosperous economy ○ Carmarthenshire's communities and environment are sustainable • The Regeneration Partnership • Welsh Government Skills Implementation Plan • Carmarthenshire Corporate Strategy 2015 – 2020 <p>Swansea Bay City Region Economic Regeneration Strategy 2013 – 2030</p> <ul style="list-style-type: none"> • Business growth, retention and specialisation • Maximising job creation for all <p>A more equal Wales - A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic Back ground and circumstances.</p> <p>A Wales of Cohesive Communities: Attractive, viable, safe and well-connected communities.</p> <p>A globally responsible Wales A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>
Ownership/ Lease	Not applicable
<p>Cross Cutting Themes: Welsh Language ICT Equal Opportunities</p> <p>Environmental Sustainability</p>	<ul style="list-style-type: none"> • Welsh Language • Equal Opportunities • Information Technology • Environmental Policy • Complaints Policy & Procedure • Health & Safety • Safeguarding Policy • Disciplinary Policy • Data Protection
Cllr and Officer Consultations Undertaken	<ul style="list-style-type: none"> • Cllr Deian Harries • Jane Lewis – Regional Partnership Manager • Rachel Clegg – RLSP Development Co-ordinator • Construction Industry Cluster Group • Phil Lumley – Board Member
Roles and Responsibilities within	<u>Management Structure</u>

<p>organisation</p>	<p>The Regional Manager, Anthony Rees is responsible for the overall implementation of the delivery team.</p> <p>A Project Assistant - to assist and monitor the delivery programme. The Project Assistant will report to the Regional Manager.</p> <p>Admin Assistant – to undertake the payroll and HR activities of the Company.</p> <p>Three (3) Placement Coordinators, one (1) from each of the Training Groups to oversee and coordinate the placement and progression of the Shared Apprentices.</p> <p>The Placement Coordinators will report directly to the Regional Manager and they will be secured under an annual service agreement between “SWRSAL” and that of each of the Training Groups “SBCSG” “CCTAL” and “DTG”</p>
<p>Mapping of service/ facility within the area</p>	<p>An apprenticeship opportunity (minimum of 2 years) for 12 young people from the region which will support not only the young person but also the local and social economy with employment opportunities for a cohort of apprentices.</p> <p>It will also benefit local construction projects with Community Benefit Outputs, support construction framework activity, College progression from full time students to fully employed apprentices and the Community as a whole</p>
<p>Exit strategy</p>	<p>Currently looking at a 2025 Business Plan which will allow Cyfle to hit a target of a 1,000 Shared Apprentices by 2025, they have employed 500 since the inception of the Shared Apprenticeship Scheme.</p> <p>The project is well established and recognised in the Region and currently looking at new Apprenticeship Pathways within the Construction Sector which could develop people from level 2 into Technical/Professional careers within the Sector.</p>
<p>Outputs to be achieved</p>	<ul style="list-style-type: none"> • Full time jobs created – 25 • New entrant apprentices – 70 • Largest Construction Apprenticeship employer in the UK • 90% of apprentices to secure FTE • Ensure Industry skills needs are established and met • Co-ordinated approach to Construction Training • Raise academic aspiration and opportunity • Development of activities for community benefit • Improves long term employment opportunities • Partnering to impress • Other funding sources

<p>Business Plan/Officer Comments</p>	<p>Cyfle is a not for profit organisation, with all incomes going back into the Apprenticeship Scheme which allows for the sustainability of the Scheme.</p> <p>Cyfle does a lot of excellent work within the Community, with Local Building Projects, volunteering, charity work within the Community, work experience and mentoring. There is no current similar service available within the Region.</p> <p>The Queens Award is the most prestigious in the UK and is given to Companies or Individuals who are outstanding in their field and are split across four categories, Innovation, International trade and sustainable development promoting opportunity.</p> <p>Cyfle Building skills has scooped the innovation award for its ground breaking Scheme in which Apprentices are taught using new and original methods, the first of its kind in the UK. The success of the scheme is a real team effort and the award is proof of their hard work, dedication and professionalism.</p>
<p>Economic Benefit</p>	<ul style="list-style-type: none"> • Number of individuals into training/education • Number of individuals into volunteering • Number of individuals into employment • Number of community groups/organisations assisted - 12 • Number of social enterprises created • Number of social enterprises supported • Number of full time jobs created - 12 • Number of jobs safeguarded • Public and private leverage funding - £28,000
<p>Recommendation</p>	<p>Award - £20,000</p>
<p>Subject to</p>	