

## APPRENTICESHIP STRATEGY 2022-26

### REPORT OF THE CHIEF FIRE OFFICER



For Information

#### 1. PURPOSE OF REPORT

- 1.1 To inform Members of the Bridge's Apprenticeship Strategy 2022-26 attached as Appendix 1 which supports workforce planning, workforce development and succession planning.

#### 2. RECOMMENDATIONS

- 2.1 To note the Bridge's Apprenticeship Strategy 2022-26 attached as Appendix 1 which supports workforce planning, workforce development and succession planning.

#### 3. BACKGROUND

- 3.1 Apprenticeships are a great way for employers to nurture their own talent. They also provide an excellent route for young people to enter the labour market allowing individuals to train on the job and gain a qualification at the same time. They have become a key government policy in the UK. Since April 2017 large employers have been required to pay an apprenticeship levy and other employers are required to contribute some of the costs.
- 3.2 As a strategic leader and a large employer Cleveland Fire Brigade has for a long time recognised our responsibilities to create opportunities for training and employment – apprenticeships have been integral to our approach. Moving forward we want to develop this approach to make it more strategic and better planned.
- 3.3 One of the priorities, set out within the Authority's People Plan 2022-2026, is to: *'ensure that we have the right number of people and leaders with the right skills, values, and behaviours; in the right place at the right time, to deliver our organisational objectives.'* The continued expansion of the use of apprenticeships through a four-year strategy (strategic action PPP32.1 refers) will support our approach to workforce planning, workforce development and succession planning.

**4. CLEVELAND FIRE BRIGADE'S APPRENTICESHIP STRATEGY 2022-26**

- 4.1 Cleveland Fire Brigade's Apprenticeship Strategy 2022-26 is attached at Appendix 1. It sets out:
- details of our 'apprenticeship first' approach (page 3)
  - the aims of the strategy and the actions we need to take to achieve those aims (page 4)
  - an explanation of apprenticeships, the apprenticeship levy and the governance and equality and diversity considerations (pages 5,6 and 7)
  - our plans for 2022/23 -2025/26 (pages 10 and 11)
  - our pay rates for apprentices (page 12)
- 4.2 A Delivery Plan ensures the implementation of the Strategy and is included at pages 15, 16 and 17
- 4.3 UNISON and the Fire Brigades' Union have been consulted on the document and no issues have been raised to date. Positive feedback on the strategy has been provided by UNISON at the latest management meeting.
- 4.4 An equality impact assessment has been undertaken on the Brigade's Apprenticeship Strategy 2022-26 and is attached at Appendix 2.

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