

National Waste, Recycling & Streetscene Advisory Group

Apprenticeship and Recruitment

APSE

Tuesday 7th June 2022



RECRUITMENT CHALLENGES

INCREASING JOB VACANCIES

In many areas the number of job vacancies are greater than the numbers of people who are unemployed / looking for work

LESS EUROPEAN WORKERS

The movement of European workers away from Britain (Portugal, Spain, Eastern Europe)

POOR SUCCESSION PLANNING

Work forces are ageing, often with limited succession planning in place

PRIVATE SECTOR IMPACT

Movement by the private sector to outprice competition – e.g. sign up incentives for HGV / LGV drivers

LOW APPRENTICESHIP UPTAKE

High levels of underspend within local authorities on apprenticeship levy – wasted money

IMPACT ON PANDEMIC

The pandemic has altered many people's priorities and preference with regards to working patterns and work / life balance

OPTION – MAXIMISE USE OF APPRENTICESHIP LEVY

According to the LGA, councils have spent over **£200million** to create **55,000** apprentices over **150** qualifications in the last **4** years

BUT

£111million of apprenticeship levy is currently underspent across 140 English authorities and London Councils have shown a **15%** reduction in apprenticeship numbers from 2019/2020 – 2020/21

WHAT IS THE URBAN DRIVER APPRENTICESHIP?

Upskilling existing staff to be LGV / HGV drivers under the new **'Urban Driver Apprenticeship'**

Providing a class 2 licence that allows staff to drive up to 32 tonne rigid vehicle (refuse vehicles, highways vehicles, gulley emptier etc)

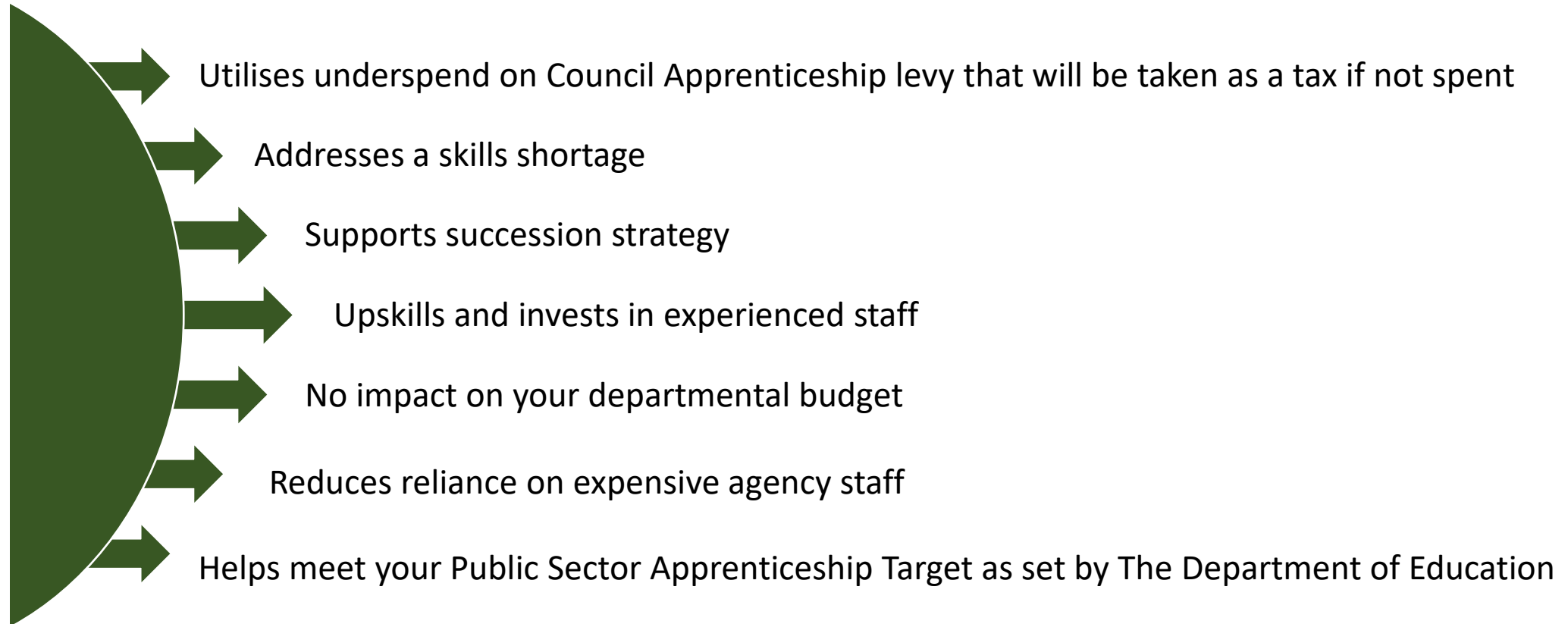
LOGISTICS

- Training will take place over 12 months
- 1 day of training at the depot each month
- Licence available after 10 months

ELIGIBILITY

- Open to permanent, full time members of staff of any grade who are over 18
- Participants must hold a valid UK manual driving licence
- Must pass a medical

BENEFITS OF THE APPRENTICESHIP



A 12 MONTH TRAINING PROGRAMME

1 PREPARATION

Complete medical
Apply for provisional Category C / Class 2 license

2 THEORY

CLASSROOM TRAINING – 1 DAY PER MONTH OVER 10 MONTHS

- Day 1 – Vehicle weights and dimensions & drivers hours and rest periods
- Day 2 – Braking Systems & The Driver
- Day 3 – The road & Accidents
- Day 4 – Vehicle Condition & Leaving the vehicle
- Day 5 – Vehicle Loading & Restricted View
- Day 6 – Documents & Environmental Issues
- Day 7 – Other road users & Traffic signs
- Day 8 – Hazard Perception
- Day 9 – CPC Case Studies
- Day 10 – Mock Tests

SIT 3 X THEORY TESTS – MULTIPLE CHOICE, HAZARD PERCEPTION AND CPC CASE STUDIES

3 PRACTICAL

ONCE PASSED ALL 3 THEORY TESTS – ATTEND 5 DAY DRIVING COURSE

FUNDED THROUGH THE APPRENTICESHIP LEVY

Local authorities with an annual wage bill over £3 million, are required to pay 0.5% of this wage bill to The Apprenticeship Service and this can then be used to fund delivery of apprenticeships

HMRC will collect the money on a monthly basis through PAYE and it goes into the company's apprenticeship service account



This money will then be used to fund apprenticeship programme via recognised training providers



If employers do not use this 0.5% for apprenticeship training they will lose this money



Cost per person = £5000 (set fee defined by Government for the apprenticeship qualification) - this is all funded through the levy
Only cost to you is the medical (approx. £60 per person)

FOR MORE INFORMATION CONTACT

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