

LIVERY COMPANIES APPRENTICESHIP SCHEME

Background

Livery Company Skills Council promotes vocational training and represents the concerns of Livery Companies to Government and policy makers. In 2012 the LCSC made a successful bid to the Government's Employer Ownership of Skills Pilot Scheme to develop an apprenticeship training scheme. The Livery Companies Apprenticeship Scheme Ltd (LCAS) was set up as a not-for-profit company in December 2012 to set up and administer the Scheme.

A grant of £1.005m was awarded to be match funded by pro bono inputs of at least £0.850m. The grant is paid to Creative & Cultural Skills and is then passed on to LCAS. The grant payment terms are that LCAS is paid three months in arrears, with a 20% retention which released on successful completion of apprenticeships.

Features of Livery Scheme

1. LCAS are working within a Collaboration Agreement with CCSkills, a National Skills Academy
2. Livery Company sets standards of skills framework
3. Livery Company accredits training process
4. Livery Company takes ownership of its apprentice training programme
5. Host Trainer paid to deliver the training, mostly on the job
6. Host Trainer has major input to the training programme
7. 3 year and 1 year training programmes
8. Most matched funding is in the form of pro bono activity from liverymen and craftsmen qualified in their trade.
9. LCAS makes the actual payments to the Host Trainer once appropriate funds are received from CCSkills

Success to date:

- 52 Apprentices have been signed up under this Scheme
- 15 different Livery Companies are directly involved with the Scheme
- 23 Frameworks have been produced and approved by the Courts of the relevant Companies
- 43 new employers engaged to train apprentices from Northumberland to Gloucester and Kent to Devon
- 24 Trade Specific Qualifiers and 37 Mentors all giving a substantial pro bono contribution
- Support web / network of in excess of 200 pro bono individuals created
- Cloud-based system in place to monitor apprentices progress and achievement
- An administration system has been established to assist and control the training of the apprentices until the final apprentices are qualified by July 2017
- 6 additional Apprentices have been engaged on The Glass Academy pilot scheme and will be run on the LCAS scheme
- Thanks to the generosity of participating and non-participating Companies in the provision of pro bono activity, funds provided by the Government grant have covered running costs to date

The Future

Although the achievement to date is enormous, real success will be to build a sustainable Livery based delivery process for training and qualifying apprentices and other learners, that attracts mainstream funding for specialised trades for the long term.

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