

The Academy at LPP – 1st Pilot Profile – planned February 2019

Higher Graduate Procurement Apprenticeship Scheme Level 4 (includes the Level 4 CIPs Diploma)

The **Academy at LPP** is being developed to build a pipeline of procurement talent. The aim of **an initial pilot starting in early 2019** for a limited number of graduate entry level apprentices is to test and shape the future Academy. As a 'Holistic, Quality Study Programme' the Academy will include a mixture of different level apprenticeships as well as training and development opportunities for existing procurement professionals.

The pilot will inform the building of our '**Apprenticeship Plus Programme**' using the apprenticeship concept and adding extra value - it will include extra study, support and instruction. In areas where schemes are known to have been weak, for example in terms of quality assurance or the support of managers, we envisage additional support mechanisms such as manager mentors. We will look to introduce proactive quality assurance, for example, via quarterly monitoring, a 360 degree feedback programme and regular reviews in conjunction with all partners. We will be enabling the bespoke design of the '**Plus**' part of the programme to meet the specific requirements of our members.

The Academy at LPP will lead and work with LPP members during the **pilot**, both singularly and collectively and including both trust apprenticeship leads and procurement teams, in order to engage with local schools, colleges and universities. The setting up of long term relationships within and between trusts and with local educational stakeholders will continue to support a growing **pipeline of talent** specific to our sector and in the following areas: work experience, T levels, traineeship and/or apprenticeships.

The task of the pilot will be **to inform the build and design of the full LPP Academy** and all its content.

Summary: The Academy at LPP – 1st Pilot Higher Graduate Apprenticeship Scheme Profile

Apprenticeship Level 4 in Procurement & Supply to include:

- Apprenticeship Level 4 qualification
- CIPS level 4
- LPP will pay for the cost of engaging and managing the ATA.

To be negotiated during the pilot:-

LPP will pay for the cost of engaging an Apprenticeship Training Agency (ATA) for the first 10/15 trusts which will allow the Academy at LPP time to set-up and agree the following:-

- **Training providers for which the trust will be able to use their levy**
- **A single contract**
- **A common apprenticeship salary agreement across our members**
- **Standard holiday allowances**
- **Apprenticeship timetables**
- **Supplementary course timetables**
- **1st round meetings with colleges and schools.**

The ATA will be responsible for the pilot only and for on-boarding via:-

- **Using eligibility hard sift – proof of the following **entrance qualifications**:**
 - Maths and English GCSE at grade C (2018 grade D) or above (or Maths and English at Level 2 Functional Skills)
 - Degree at 2.2 or above.
- **Interviewing/assessment centre:**
 - Data collection and applicant information
 - Preparation of applicants for trust interviews
 - Support to trusts once they have selected an applicant
 - Start-up support to applicants
 - ATA are the employer for the pilot, via a fixed term contract.
- **All aspects of financial payments will be made by the ATA, including:**
 - Weekly invoicing of apprentice wages to be paid by the trust
 - £1 or £2 ATA charge per placement to be paid by the Academy at LPP.
- **Mentoring, Coaching and Monitoring:**
 - Ongoing engagement, support and monitoring of apprentices.