

Summary of Apprentice Organisation for Community Benefits Scheme

Key Issues	CYFLE Building Skills	Futureworks	FCC	Cambria Shared Apprenticeship Model
1. Company Structure	Managed and operated by a partnership	Community Interest Company	Council	Part of Coleg Cambria Group
2. Is the “organisation” reliant on Government subsidy to function?	Yes, CITB cover 40% of their costs allowing them to charge contractors significantly lower rates	No	No	WG provided set up costs no ongoing funding support
3. Are Apprentices placed with various employers?	Yes	Yes	Yes	Yes
4. Employment of Placement Co-Ordinator?	CYFLE	FCC	FCC	FCC or Coleg Cambria
5. Apprentice Pay rates	Apprentice rates (lower than age related minimum wage for 16-18 yrs)	Will pay age related minimum wage rather than apprentice rate	Age related minimum wage	Rate is determined by host employer
6. Recharge of administration costs to contractors	Included in rates	Included in rates	Would need to be charged and would be more expensive than alternative models due to higher council costs	£50 per month per Apprentice

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7. Access to CITB subsidy for wages	Yes 50% of cost per annum currently. (but not available for a North Wales scheme)	Not needed for wage subsidy but if additional CITB money available, this will be used.	Not possible	CITB have said yes – wage subsidy available if the scheme extends to contract
8. Does the “organisation” invoice contractors for cost?	Yes – Only main contractor	Yes	Yes	Yes
9. Does the organisation pay the Apprentices direct?	Yes	Yes	Yes	Yes
10. What is the structure of the organisation?	1 FT Director 3 x .5 Co-Ordinators 1 x .5 HR 1 X .5 Payroll 140 x Apprentices	3-Directors (IFTE) 1 x Operation Manager 1 x Placement Officer 1 x Admin 1 x CITB secondee	L&D lead on Apprentices plus Project Manager	1 Lead Officer from College (1 x Apprentice)
11. Branding	Up for discussion on North branch or ‘Pan’ Wales model	Develop Flintshire Branding for scheme	Councils	Cambria services own brand
12. Freedom to choose the learning provider?	Yes	Yes	Yes	No

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13. Further information	Established September 2013 working across South West Wales as a shared apprenticeship scheme	Established May 2013 working across the North East and North West and England	Council currently has 60 apprentices working through a range of different programmes	Launched in 2015