

REQUEST FOR DEPUTY MAYOR FOR FIRE & RESILIENCE DECISION – DMFD11

Title: Firefighter Apprenticeships

Executive Summary:

All new firefighters will, from 17 October 2018, complete an 18-month apprenticeship. This is part of a wider programme of apprenticeships for Control, Fire Safety Advisors and non-uniformed (FRS) staff.

The Brigade and its training delivery partner, Babcock have developed a firefighter apprenticeship programme to be an integral part of a trainee firefighter's development. The programme will support, develop and assess firefighters to national standards in the first 18 months of their career, offering timely progression, functional skills training and additional learning support. The apprenticeship provides trainee firefighters with a Level 3 qualification in Operational Firefighting and the opportunity to apply for Institute of Fire Engineers (IFE) Technician status, which provides access to a range of Continuous Professional Development (CPD) resources.

Report LFC-0052x (appended) to the London Fire Commissioner shows the financial impact to the Brigade of transforming the existing trainee firefighter programme into an apprenticeship programme. This includes the impact on training costs and also the additional funding sources.

Decision:

The Deputy Mayor for Fire and Resilience consents to the London Fire Commissioner's decision to:

1. Incur expenditure of up to £300,000 in 2018/19 on a new firefighter apprenticeship scheme, and
2. Incur expenditure of up to £1.5 million per year in the financial years up to and including 2022/23 to be reviewed annually in the Commissioner's budget process.

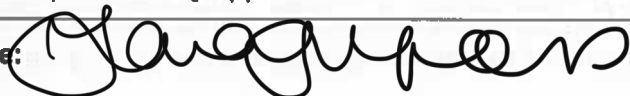
The Deputy Mayor notes that the expenditure is offset by funding from the apprenticeship levy digital account and co-investment funding and will be delivered through changes to the Commissioner's training contract described in the report LFC-0052x.

Deputy Mayor for Fire and Resilience

I confirm that I do not have any disclosable pecuniary interests in the proposed decision.

The above request has my approval.

Signature:



Date:

1/10/18

PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE MAYOR

Decision required – supporting report

1. Introduction and background

- 1.1. Report LFC-0052x explains the benefits of delivering an Operational Firefighter apprenticeship programme as part of all new trainee firefighters' development and the rationale for the London Fire Commissioner's training provider, Babcock, delivering the apprenticeship. The report outlines the procurement and legal considerations, including the maximum costs and financial impact.
- 1.2. The apprenticeship levy was introduced in April 2017, at which point there were no fire sector apprenticeship standards. The Brigade has assisted the development of apprenticeship standards for Firefighter, Fire Safety Advisor and Control, which are now approved by the Institute of Apprenticeships.
- 1.3. Implementing the firefighter apprenticeship programme is part of a wider programme of apprenticeships that include Brigade Control, Fire Safety and for Fire and Rescue Service (non-operational) staff. All new firefighters will complete an apprenticeship as part of their development. The apprenticeship programme has been developed by Brigade and Babcock subject matter experts.
- 1.4. Discussions have been held with the Fire Brigades Union which supports the concept of firefighter apprenticeships locally and nationally. The FBU will be further engaged in the implementation of firefighter apprenticeships.

2. Objectives and expected outcomes

- 2.1. All new trainee firefighters currently complete five weeks of eLearning before they attend an 11-week initial training course delivered by Babcock. After initial training, trainees are deployed to a fire station where they begin their Personal Development Record (PDR), which involves collecting workplace evidence and assessment against nine modules. Firefighters have up to 36 months to complete their PDR to become a competent firefighter. Within this period, Babcock also deliver a series of workshops and operational training, alongside station-based training packages and regular watch-led development sessions.
- 2.2. The apprenticeship will be of 18 months duration and is designed as an integrated part of a trainee firefighter's development (see Appendix 1 to LFC-0052x – Firefighter 18-month apprenticeship overview). The apprenticeship offers trainee firefighters:
 - a) Extra support from new Apprenticeship Coaches (on a 1:48 ratio) to ensure trainees are progressing through their PDR and apprenticeship. This helps to develop firefighters consistently across multiple fire stations with different local fire grounds.
 - b) Literacy and numeracy skills through functional skills assessment and training. Functional skills assessments are also designed to further identify learning needs. Additional support will be provided to help overcome possible barriers to current and future career development and progression.
 - c) The opportunity to achieve the Institute of Fire Engineers (IFE) Technician Status at 18 months, which provides access to a range of Continuing Professional Development (CPD) resources.
 - d) Additional skills assessment within the PDR process to ensure high national standards are maintained throughout their development.
 - e) A national recognised Level 3 qualification in Operational Firefighting, and training that has additional quality assurance by Ofsted.

- 2.3. Future firefighter recruitment campaigns will include more details about how the London Fire Brigade will train, support and develop prospective applicants into competent firefighters and describe the industry accreditation and qualifications on offer. This may help attract a wider range of applications from under-represented groups, by demonstrating how the Brigade develops people into qualified and competent firefighters.
- 2.4. In 2016, the Brigade commissioned Future Thinking to look at why the role of a firefighter does not appeal to women. Qualifications, progression and lack of awareness were three areas identified as barriers; introducing apprenticeships and an updated recruitment campaign may help to overcome these.

3. Equality comments

- 3.1. The Public Sector Equality Duty – and the potential impacts of this decision on those with protected characteristics (age, disability, gender reassignment, pregnancy and maternity, race, gender, religion or belief, sexual orientation) – has been considered by the London Fire Commissioner and the Deputy Mayor for Fire and Resilience. Additional functional skills assessment and diagnosis as outlined at 2.2(b) above may identify further learning support needs in trainee firefighters. The apprenticeship offers additional learning support through apprenticeship coaches and additional resources. There is also the opportunity to access further Education and Skills Funding Agency (ESFA) funding to support individuals. Course content is delivered to suit different learning styles, different learning disabilities, using inclusive language, communication and behaviours, in line with the Public Sector Equality Duty. All trainers are required to meet the Brigade's Fit to Train standard, setting the requirements for their understanding of equality and diversity.
- 3.2. Future recruitment campaigns will be updated to include information on how trainee firefighters are developed, supported and assessed to become a competent and qualified firefighter. This may attract a more diverse range of applicants who may not have previously thought it was a job that was for them, or that they could perform.

4. Other considerations

- 4.1. The development of the Firefighter Apprenticeship scheme supports the aims of the London Safety Plan 2017, under 'Valuing Staff and Using Resources Wisely' (page 52).

5. Financial comments

- 5.1. Report LFC-0052x to the London Fire Commissioner sets out the implications of delivering a firefighter apprenticeship programme. The report explains that there will be additional costs incurred through the training contract, offset by additional funding from both a digital account and co-investment funding. This is forecast to deliver net reductions in the cost of the firefighter training contract in future years, which the report forecast at £1,142,000 by 2022/23.
- 5.2. The report also sets out that the forecasts are subject to change depending on actual recruitment requirements. Any further reduction in recruitment beyond that currently forecast could result in budget pressures in future years. If any additional budget pressures do arise they will be funded through sums available to the Commissioner. There are no direct financial implications for the GLA.

6. Legal comments

- 6.1. Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (the "Commissioner") is established as a corporation sole with the Mayor appointing the occupant of that office. Under section 327D of the GLA Act 1999, as amended by the Policing and Crime Act 2017, the Mayor may issue to the Commissioner specific or general directions as to the manner in which the holder of that office is to exercise his or her functions.
- 6.2. By direction dated 1 April 2018, the Mayor set out those matters, for which the Commissioner would require the prior approval of either the Mayor or the Deputy Mayor for Fire and Resilience (the "Deputy Mayor").
- 6.3. Paragraph (b) of Part 2 of the said direction requires the Commissioner to seek the prior approval of the Deputy Mayor before "[a] commitment to expenditure (capital or revenue) of £150,000 or above as identified in accordance with normal accounting practices...".
- 6.4. This decision seeks the Deputy Mayor's approval for the London Fire Commissioner to fund a new firefighters apprenticeship scheme through changes to the Commissioner's contract with Babcock, its training delivery partner, at the costs as set out in the Part 2 advice to the Deputy Mayor and the accompanying Appendix 1 to the Commissioner's report LFC-0052x.

Appendices and supporting papers:

Appendix A: Report LFC-0052x – 'Firefighter Apprenticeships'

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOI Act) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary. **Note:** This form (Part 1) will either be published within one working day after approval or on the defer date.

Part 1 Deferral:

Is the publication of Part 1 of this approval to be deferred? NO

If YES, for what reason:

Until what date: (a date is required if deferring)

Part 2 Confidentiality: Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form – YES

ORIGINATING OFFICER DECLARATION:

Drafting officer to confirm the following (✓)

Drafting officer

Tim Somerville has drafted this report with input from the LFC and in accordance with GLA procedures and confirms the following:

✓

Assistant Director/Head of Service

Tom Middleton has reviewed the documentation and is satisfied for it to be referred to the Deputy Mayor for Fire and Resilience for approval.

✓

Advice

The Finance and Legal teams have commented on this proposal.

✓

Corporate Investment Board

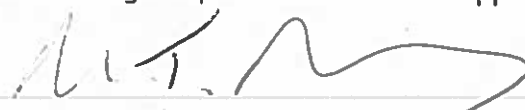
This decision was agreed by the Corporate Investment Board on 1 October 2018.

EXECUTIVE DIRECTOR, RESOURCES:

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature

Date


Tom MIDDLETON ON BEHALF OF MARTIN CLARKE

01-10-18

