

# **Skills for business growth**

## **Summary:**

Following a thorough exploration of current policy statements both locally and nationally four key strategic themes seem to emerge that accord with activity in Kent, these are:

- **A continuing need to engage with employers strategically,**
- **Kent jobs for all – improving basic skills,**
- **Being responsive to local employer needs now,**
- **And being responsive to the future needs of new businesses.**

These four strategic goals can all be mapped to existing local and national strategic documents, especially the three Kent Ambitions paper.

Success in these themes can be measured using some of the following criteria:

- More higher quality jobs that are more fulfilling to individuals (increased GVA) leading to challenging new positions that will continue to attract graduate level staff (Grads Kent figures, Kent Apprenticeships figures).
- The workforce having the right skills in sufficient quantity to meet and match future business needs, (figures from LiK).
- Employees who are flexible and learn new skills to make the most of good employment opportunities and career advancement including business start ups (DWP figures).
- Business and education providers, including HE and FE, offering skills and training opportunities, including vocational training and higher apprenticeships (enrolments in FE/HE, annual business plans).
- Fewer young adults who are NEET (KCC figures).
- Fewer adults with low skills (KCC figures).
- Evidence of devolution of power to the most appropriate level through LEP influence to meet the local needs of local businesses (mention in LEP notes for devolved power to assist in meeting local skills issues).
- Increased numbers of individuals in the voluntary and community sector demonstrating the utilisation of the untapped potential (figures from Kent CAN).

## **Introduction**

As we move from an Employment and Skills Board toward a Skills for Business Growth task group, which will advise the newly forming LEP and thereby influence policy, now is a good time to take stock of where we are (strengths) , and where best to use our members as we move forward (opportunities).

To this end a small focus group of the ESB was held on 16<sup>th</sup> Nov with both employers and providers to examine current strengths and weaknesses, and to look for areas where our expertise would have the most influence and opportunity. The subsequent themes emerged following a rigorous SWOT analysis as potential priorities:

- Leadership and Enterprise training, particularly with SMEs
- Retention of graduate talent, as a key element to business growth and prosperity
- A need for the development of new skills relevant to existing and future businesses
- Better and enhanced liaison with businesses and HE/FE partners
- Streamlined work experience mechanisms – cut red tape
- The potential to develop a series of business open days to promote better knowledge of industry with parents and pupils.

The current work looking to reappraise the Vision for Kent has presented the opportunity to build on what has been achieved (key strengths), to remedy some of the weakness that still need addressing that are contained in the existing Vision for Kent and to also make us more ready for the financial challenges ahead. This refreshed Vision for Kent along with any new Kent Partnership Delivery Agreement will require partners to discuss and agree a series of ‘countywide ambitions’.

After much discussion three ambitions have been designed to:

- Be a clear statement to the public of the difference we all wish to make together
- Foster shared and collective responsibility by all partners
- Be the top level set of ambitions that resonate with all agencies in all parts of Kent – we can all see the contribution we can make
- Determine what the main service outcomes are
- Offer seamless joining up of countywide and local deliver
- Prepare for a more autonomous Kent public sector
- Set the framework for performance management.

Of the three ambitions, the first ***‘To grow the economy: For Kent to be ‘open for business’ with a growing, successful economy and jobs for all’*** has most relevance to this skills agenda. The vision of this ambition is for Kent to be known as a place where business is thriving, bringing money into the county and providing jobs.

**This has direct relevance to Employment and jobs:**

- Future growth in employment will be in the business sector
- The quality of life and prosperity of individuals and families is dependent upon a thriving employment market giving job opportunities for people with a range of skills levels

- Kent is in a relatively weak position as Gross Disposable Household Income is lower than SE average, with variations across the county
- The number of people in Kent on out of work benefits is too high
- There is an over dependence on low skilled, low wage jobs

#### **And to Skills:**

- A skilled workforce is needed to enable business to set up, expand, or move to Kent. At the moment employers report that there are skills gaps
- People's skills need to be continually updated to respond to changing employment opportunities
- Despite gradual improvement in skills, the proportion of the workforce with NVQ4+ is behind regional and national averages.

The second and third ambitions tackle disadvantage and personal responsibility. These have oblique links to skills in reducing inequality through further and higher education and skills, particularly pertinent to young adults who are NEET, and people on long term out of work benefits. Kent has clearly articulated priority sectors, which have been identified with key partners based on evidence based assessments of economic opportunities. This sector focus, championed by KEB business growth consultations, should inform local education and skills provision to help stimulate development and improve local people's employment prospects.

As we emerge from recession the county's major regeneration areas of North Kent and Ashford will see significant expansion of population (52,000 homes by 2026) and employment space (over 2 million square metres), which will create jobs (58,000+). These jobs will require a local skilled workforce. Local FE and HE will need to build this into their business planning processes.

#### **A review of the data above revealed some common issues as being possible areas for the Skills for Business Growth task group to champion:**

**1. Examination of Skills – jobs mismatch:** too many people out of work lack the skills that employers are looking for, while the working population in general is under qualified for the jobs available now and the jobs that are expected to be created through the area's regeneration.

Pre-work education and training needs to enhance people's general work readiness and provide the right skills at the right level. Those with good basic qualifications need opportunities to progress to higher level skills and qualifications.

The skills offer needs to match what is actually needed by employers, building on accurate local intelligence.

**2. Times are hard:** the fiscal environment is unfriendly to increased Government investment in skills. Further Education budgets are under pressure, key Thames Gateway developments are being held up by the economic climate. Additional monies are unlikely to be secured to address the area's work and skills issues. Instead, the best use has to be made of existing budgets, enabling employers and

local residents to get the most out of 14-19 and adult education and vocational provision.

3. **Employers struggle** with a confusing array of publicly funded skills services and eligibility requirements. At the same time businesses can struggle to get the training and skilled people that they need. Skills and employment services need to be better matched to employers' needs and easier for businesses to understand and engage with.

4. It's **hard for workless people to connect** to the labour market, given the plethora of different providers, a lack of low-skilled jobs and the many needs that workless people themselves have. Better Information, Advice and Guidance is needed to help people understand where there are jobs, and what they can do to get them. This will also help to stimulate the market for individual career related learning.

### **Prioritizing these for action**

#### **Priority 1: A Continuing need to engage with employers strategically**

Getting business involved in setting the strategy will help providers deliver the right services in the right way. Getting work and skills services "right" will mean that more employers use them. There is still a need to work with business and educators to achieve a smoother work experience relationship, this is highlighted by business at every consultation, one suggestion has been to investigate the notion of a Kent Business Open day where young people and adults can have access to business to get a better understanding of how they operate.

#### **Priority 2: Kent jobs for all – improving basic skills**

As many local people as possible should benefit from the regeneration of Kent, with opportunities to find work and develop their careers. This suggests a need for greater personalisation of welfare to work services, and development of the right skills and attributes, before work and in work. There is a continued need to work closely with DWP and JC+ colleagues to help the unemployed back in to work, and promote retraining where appropriate. An investigation into the potential for EU funds to help here is required.

#### **Priority 3: Responsive to local employer needs now**

Limited public money has to maximise its impact by meeting the real needs of local employers now. Improving the responsiveness of work and skills services to employer requirements could build on the success of innovative approaches taken in the area in recent years.

#### **Priority 4: And responsive to the future needs of new businesses**

Key regeneration developments, such as Ashford, Ebbsfleet Valley, Offshore Wind, could drive future business and employment growth. Work and skills services need to be flexible and adapt so that residents and businesses can benefit from the area's development and the opportunities created in new sectors, such as the low carbon economy.

### **Measures of success (can be mapped against Kent Ambitions)**

- An economy that provides most people of working age with employment, with a blend of high and lower skilled jobs
- More higher quality jobs that are more fulfilling to individuals and give a higher personal reward
- An increase in the number of challenging positions that will attract graduate level staff
- Employees who feel more secure in their employment and are more employable
- The workforce has the right skills in sufficient quantity to meet future business needs
- Employees who are flexible and learn new skills to make the most of good employment opportunities and career advancement
- An increase in numbers and higher take up from business from all education providers, including HE and FE, offering skills and training opportunities, including work based learning, vocational training and apprenticeships
- A reduction in the gap in educational attainment which has occurred due to children's individual circumstances, e.g. those receiving free school meals or who are 'looked after'
- Fewer young adults who are NEET
- More adults with better (higher and more appropriate) skills
- Evidence of working together to engage and communicate with individuals and communities in Kent to understand their priorities
- Individuals and communities being encouraged to determine the expectations of services and to be involved in service design, delivery and decision-making, using new technology as appropriate
- Utilisation of the untapped potential of individuals and the voluntary and community sector
- Evidence of working together to understand and exploit new ways to deliver services through co-production, co-operatives, mutual's, social enterprises
- Kent's businesses being encouraged to support and benefit their communities through Corporate Social Responsibility
- Work together and with central government to seek devolution of powers to the most appropriate level to meet the skills needs of local business.

<b>Objective (1)</b>			
<b>A continuing need to engage with employers strategically</b>			
<b>Aims</b>	<b>Relevant Partner Targets</b>	<b>Indicative Actions</b>	<b>Actions</b>
Establish communication with key business sectors in the county to gain an understanding of their needs	KEB / KCC Sector skills councils	Support the KEB Business Growth consultation programme	Sector meetings - Jan: Rural March: Construction May: Low Carbon
		Ensure Skills for Business growth task group examines issues raised	March: Shortages in R&D identified, working group planned for FE/HE
Continue to work closely with existing employer networks to gather a reliable evidence base	Chambers FSB C4B	Maintain links with all Kent's chambers, and FSB exploiting networking opportunities where available,	Attended and spoke at TSP Construction event.
		Work to maintain business links with Sussex, and create new partners in Greater Essex as part of the LEP.	Attended and presented to Shoreham on Wind farm skills
		Establish links to working skills networks in East Sussex and Greater Essex	Invited to join Essex Skills group working with the LEP, potential bid with Essex for RGF apprenticeship help.
Identify and react to changing economic circumstances facing the business community.	Sector Skills Councils	Establish a programme of conversations with key sector skills councils, within the county with a view to joint sponsorship of events, and to establish closer working links.	Invited to speak at the next South East Skills council meeting on 1 <sup>st</sup> July

		Work closely with Summit Skills to establish a National Skills Academy for Environmental Technology in Kent.	Hosting a meeting with FE and Summit Skills on 30 <sup>th</sup> June to investigate proposed Academy
Maintain a simple engagement process for public private partnerships to assist in shaping provision	KCC DWP BIS	Work to identify skills gaps and over provision.	Working with 14-19 (24) team to carry forward the proposals in their Bold Steps report
		Continue to liaise with Learning and Skills Group to ensure there is a clear sharing of business needs.	Attended Learning and Skills group and fed back on Sector meetings

<b>Objective (2)</b>			
<b>Kent Jobs for All – improving basic skills</b>			
<b>Aims</b>	<b>Relevant Partner Targets</b>	<b>Indicative Actions</b>	<b>Action</b>
Improve rates of participation in skills training.	Adult ED KAFEC KATO HECAM	With partners promote literacy and numeracy skills with employees and employers.	Enabled 'Fit for Work' scheme where business community invited in to schools to help with reading skills
		Promote the Kent reading and literacy scheme.	Promoted Kent reading scheme with business networks
		Work with Kent Apprenticeships to secure increase take up, especially at level 3 and above.	
Reduces rates of dependency on welfare through skills training	Pfizer task force SFA KCC	Working with DWP/JC+ to identify local skills issues and ensure providers meet local demand.	Created newsletter to 'promote' training offer to East Kent business
		Work to ensure local job opportunities can be accessed by local people.	
		Work with the community and voluntary sector to promote return to work schemes, removing barrier to worklessness.	
Improve business productivity though promoting a more highly skilled labour market	DWP KCC KAFEC	Increase graduate retention in the county.	Continue support for Grads Kent scheme, which now has established itself in the market

	Reduce the number adults in Kent with below national basic skills competences.	
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<b>Objective (3)</b>			
<b>Responsive to local employer needs now</b>			
<b>Aims</b>	<b>Relevant Partner Targets</b>	<b>Indicative Actions</b>	<b>Actions</b>
To ensure business growth continues as we move out of recession and demand picks up.	KEB Chambers FSB	Work to develop the BKIB groups, ensuring they add value to existing KEB structures.	
		Work to achieve an influence over local skills provision through the LEP process.	Invited to join Essex Skills group working with the LEP, potential bid with Essex for RGF apprenticeship help.
		Focus provision on current and future needs.	
		Pfizer skills sub group, mitigating effects of redundancy	Produced newsletter for business marketing help available
Establish clear skills support and provision, which is local and responsive to local needs.	BSK CIC	Exploit new ways of delivering services to business through co-operatives, mutual's and social enterprise models as a delivery mechanism for skills training.	
Establish a clear understanding of local demand and gaps in provision	KEB business advisory board	Using existing established networks and consult widely to achieve a clear understanding of local skills needs.	Collating data from sector meetings on skills gaps and needs

<b>Objective (4)</b>			
<b>Responsive to the future needs of new businesses</b>			
<b>Aims</b>	<b>Relevant Partner targets</b>	<b>Indicative Actions</b>	<b>Actions</b>
Identify and understand sectors with significant growth trends that will require skills provision.	Grads Kent DWP LiK	More highly skilled high quality jobs in Kent.	
		Employees have the right skills to meet the future needs of business.	
		Technology Strategy Board engaging and working with Kent business.	
Entrepreneurial and enterprise skills clearly embedded by providers to establish and foster the ambition to grow more business in Kent.	TSB LiK Sector skills councils	Work to ensure the Technology Strategy Board is engaging with Kent businesses.	
		HE and FE developing new programmes to meet future demand.	
		Support inward investment through adequate skills provision for new and developing businesses.	
		Take the lead in developing skills necessary for low carbon energy growth.	
Ensure all Kent businesses have excellent leadership and management skills.	BSK-CIC	IGT working closely to identify and assist businesses to grow.	

## Appendix 1

### National and Local strategic papers:

Looking at the CLG White paper: local growth, this has a number of skills recommendations:

- Need to understand the skills set of the local populace
- Identifying and working with local support networks, the SFA in setting skills strategies for adults
- Supporting innovation through close working with the Technology Strategy Boards
- Establishing a series of Technology and Innovation Centres – one in Kent?
- 16-19 skills – Las and partners to set the agenda and shape provision, links with 1 above in the need to gather business LMI

BIS skills strategy – Skills for Growth has recently been out for consultation and the findings have now been published, these include:

- Learners will be given the necessary guidance to select training and qualifications valued by employers (this assumes employers will be given a voice to express a preference)
- Modern apprenticeships will be at the heart of the system – with clear progression to level 3 and higher, clearly a need to work very closely with Wayne Gough on this.
- The Qualifications and Curriculum Authority (QCA) will work with businesses and the sector skills councils to develop individual units of training, meeting employer demands – again there is a need to articulate these from the business community.
- More money for workplace training in SMEs
- NEW Growth and Innovation Fund £50m PA to help SMEs
- Reform of the National Curriculum
- Targeting the 16% (in 2003, last time this was measured) of population without functional literacy and numeracy skills.
- Continued support for leadership and management skills in SMEs
- Abolish the Leitch targets

KCC 14-19 strategy targets:

*Waiting for feedback from Sue Dunn here*

Technology skills programme, Securing Skills for the Future in the south east:

- Continue to seek to attract talent to the region as higher technician level unlikely to be home-grown in the short term. Some FE colleges are providing these.
- HE and universities in the proposed LEP footprint may not have traditional strengths in the area, perhaps with one maybe two exceptions. Universities unlikely to consider diversification into subject areas where there are already well established universities; they simply will not be able to compete.

- Given the funding issues facing HE, universities will tend to play to their strengths.
- Need a reliable mechanism and approach to facilitate talent retention/talent transfer which is known, used and trusted by employers. Technology skills programme approach has worked across 3 regions, South East, South West and East Midlands. BIS very interested in exploring a national model, in response to the Strategic Defense and Security review. This is being discussed with BIS following Vince Cable's announcement in October. Could be applied across Kent, Essex and East Sussex LEP in the same way.
- Along with a network of South East universities now established through the Technology Skills Programme, the essential retraining and up-skilling can be provided subject to funding.
- Potential support needed to support relocation of people from elsewhere in the UK to Kent, Essex, East Sussex.
- Energy and Aerospace Companies along with other advanced/technical engineering employers very supportive.

KEEP, potential opportunities:

'First steps' extended through connexions giving 16-18 trades a high priority  
BSK CIC won contract with Canterbury college to bridge gap in understanding between students and employers

Kent Foundation launches 'your space' incubator units in Gravesend.

BSK CIC ESF bid to support NEETS looking successful, opportunities here for collaboration.

EU: Agenda for new skills and jobs

Unemployment in EU too high – almost 10%

Ageing population, means percentage of population in work needs to increase.

Lack of the 'right' skills for jobs of the future

There is a 4 point proposal to address this, with bidding for funds welcome:

- Making labour markets function better
- Equipping people with the right skills for employment
- Improving job quality and working conditions
- Creating 'more' new jobs

## Appendix 2: Some of the Current Education, Skills and Employment Support Initiatives ....

Type of Provision	Type of intervention	Delivery Organisation	Funding source	Amount	Contract Period	Target Groups /Area	Output Targets
<b>Employability Skills Programme</b>	Numeracy, Literacy/ESOL and employability skills qualifications (e.g. ASDAN) delivered to 19+ unemployed clients referred directly from JCP.	ATS Community Employment (West Kent), Canterbury College , TBG	Employer Responsive Fund			Unemployed Adults (19+)	
<b>Response to Redundancy Programme</b>	Bespoke job support service including IAG and employment related skills based short courses (up to 2 weeks full-time or equivalent).	TBG, TNG, JHP, Chichester College, Careers Enterprise	Employer Responsive Fund + European Social Fund			Adults (18+ ) at threat of redundancy, recently unemployed or in need of this training to make them work ready	
<b>Sector Routeways (Pre employment training)</b>	Pre-employment training and short employment related courses to enable unemployed adults to progress into work with training.	Amicus Horizon & Mid Kent College	European Social Fund (co financed by SFA)	Mid Kent £69600 Amicus £140,000 (aprox)	Apr 10 - Mar 11	Unemployed Adults (18+)	Mid Kent 50 starts, 32 progression into successful job start Amicus 120 starts 60 progression to employment
<b>Encouraging employers to recruit hardest to help</b>	A package of help, advice, guidance to unemployed people with learning difficulties or disabilities and potential employers	Shaw trust , Derring employment Services, RNIB	European Social Fund (co-financed by SFA)			Unemployed Adults with learning difficulties and disabilities	
<b>First Steps provision</b>	First Steps aims to re-engage all adult learners by enthusing and building their confidence, particularly at Entry level and Level 1, to encourage them to progress to and achieve Skills for Life and Level 2/3 qualifications.	Kent Adult Education Service and Medway Adult Learning Service	LOC Adult Learner Responsive			all adults 19+ up to level 2	
<b>Responsive funding focussed at individuals at risk of redundancy or recently made redundant.</b>	To enable FE providers to react in a flexible way to provide re-skilling and employment market re-entry skills. Provision is flexible and courses range from basic communication and numeric skills to specific vocational skills, with provision of job support services.	Mid-Kent College, North West Kent College, Thanet College, West Kent College	Additional Adult Responsive Funding			Adults (18+ ) at threat of redundancy, recently unemployed or in need of this training to make them work ready	
<b>Work Focussed Training for those unemployed for 6 months or more</b>	To enable FE providers to train people who have been unemployed in order to enhance their employability for up to 8 weeks.	All FE colleges	LSC Additional Adult Responsive Funding	£459,800 & £326,050 (Youth Persons' Guarantee)	Apr 10 - Mar 11	Adults (19+) in receipt of JSA for at least six months - training to be agreed with jobcentre plus	384 starts, 25 progression; 145 starts, 46 progression
<b>Work Focussed Training for those unemployed for 12 months or more</b>	3-6 month full time programmes leading to level 2-3 qualifications & guidance.	FE colleges	LSC Additional Adult Responsive Funding			18- 24 year olds who have been unemployed for more than 12 months	

Type of Provision	Type of intervention	Delivery Organisation	Funding source	Amount	Contract Period	Target Groups /Area	Output Targets
<b>Pathways to Employment focussed on individuals who were previously on Incapacity Benefit assessed as fit to work</b>	All clients referred by Jobcentre plus to main provider (RBLI in Kent) to be supported to find employment & provided with help such as training.	Royal British Legion Industries in co operation with other local providers.	Department of Work and Pensions			Referred by JC+ as part of move from Incapacity Benefits to Employment Skills Allowance.	
<b>Job centre Plus Support Contract</b>	Support for job centre clients on job seekers allowance designed to provide skills for employment	Various contractors, notably TNG, TBG	Department of Work and Pensions			People in receipt of Jobseekers allowance for less than a year	
<b>Future Jobs Fund</b>	Six months part time employment at minimum wage to enable people to gain useful work experience	North Kent Alliance on behalf of MAA partnership	Department of Work and Pensions	£2,500,000	April 2010- March 2011	People 18-24 on job seekers allowance for at least six months. All in receipt of benefits in areas of high unemployment	400 in employment
<b>Flexible New Deal</b>	Advice, guidance and training for long term unemployed	Maximus and Skills training UK with local partners	Department of Work and Pensions			People unemployed and on benefit for more than 12 months	
<b>Work for your benefit pilot for parents – full time support for parents looking for full time work.</b>	Intensive full time support for parents seeking to re enter the labour market.	KCC through schools and advisors	Department of Work and Pensions			parents on benefit for more than 12 months	
<b>Progress to Work/Link Up</b>	Support for recovering drug and alcohol misusers, homeless people and ex offenders to help them to move into work	Shaw Trust?	Department of Work and Pensions			Targeted groups	
<b>Adult Learner Responsiveness</b>	Funding for post 19 learners in Further Education	North West Kent College	SFA	£2,585,189	September 2010- August 2011	Post 19 Learners	complex, depending on funding value of each programme
<b>Personal and Community Development Learning</b>	Funding for post 19 learners in Further Education on courses related to community	North West Kent College	SFA	£94,000	September 2010- August 2011	Post 19 Learners on SFA approved courses	Dependent on length of courses
<b>Work Based Learning</b>	Funding for post 19 learners on work based courses (Generally NVQs)	North West Kent College	SFA	£305,341	September 2010- August 2011	Post 19 Learners on SFA approved courses	Dependent on length of courses

*Need to add in HE to this table.*

## Appendix 3

### Entitlements for 2012/13

Learning Level	<i>Priority population groups and Government subsidy for learning they can expect</i>		
	<b>Individuals aged from 19 up to 24</b>	<b>Individuals aged 24+</b>	<b>Individuals who are unemployed and on active benefits</b>
<b>Basic Skills</b>	Fully funded	Fully funded	Fully funded
<b>Level 2 (first)</b>	Fully funded	Co-funded	Fully funded targeted provision for learners with skills barriers to employment
<b>Level 2 (retraining)</b>	Co-funded	Co-funded	
<b>Level 3 (first)</b>	Fully funded	Co-funded	
<b>Level 3 (retraining)</b>	Co-funded	Co-funded	
<b>Level 4 (any)</b>	Co-funded	Co-funded	

*Notes:* – This table shows the expected position from 2012/13 (following the legislative process required to reform statutory entitlements).

- All Apprenticeships for those aged 19+ will continue to be co-funded at 50% by Government and employers.
- Co-funding at Level 2 for workplace learning outside of Apprenticeships will only apply to SMEs and applies at a level of 50%.
- Learning at Level 3 and above for workplace learning outside of Apprenticeships and entitlements will not receive Government funding.

### Entitlements for 2013/14

Learning Level	<i>Priority population groups and Government subsidy for learning they can expect</i>		
	<b>Individuals aged from 19 up to 24</b>	<b>Individuals aged 24+</b>	<b>Individuals who are unemployed and on active benefits</b>
<b>Basic Skills</b>	Fully funded	Fully funded	Fully funded
<b>Level 2 (first)</b>	Fully funded	Co-funded	Fully funded targeted provision for learners with skills barriers to employment aged 23 and under and/or training below Level 3. Loans for those aged 24+ on courses at Level 3 and above.
<b>Level 2 (retraining)</b>	Co-funded	Co-funded	
<b>Level 3 (first)</b>	Fully funded	Loans	
<b>Level 3 (retraining)</b>	Co-funded	Loans	
<b>Level 4 (any)</b>	Co-funded	Loans	

*Notes:* – This table shows the expected position from 2012/13 onwards (following the introduction of loans).

- Loans will apply equally to Apprenticeships, replacing the contribution formerly provided by Government. 19+ Apprenticeships at Level 2 will remain co-funded at 50%.
- Co-funding at Level 2 for workplace learning outside of Apprenticeships will only apply to SMEs, and applies at a level of 50%.
- Learning at Level 3 and above for workplace learning outside of Apprenticeships and entitlements will not receive Government funding.