

**ECONOMY, ENERGY AND FAIR WORK COMMITTEE**

**DRAFT BUDGET 2019-20**

**SUBMISSION FROM Atos UK & Ireland**

**Draft Budget for 2019-20**

**Employment support and fair work**

**How Scotland's new employment support budget is helping people into work**

- What are your views on how contract awards are decided and how “payment by outcome” works?
- How can the Scottish Government ensure “guaranteed service standards” and avoid [“parking and creaming”](#)?
- How well do the newly devolved services work with reserved Job Centre Services?
- What can be done to ensure high levels of participation when the programme is voluntary?
- How are delivery agents and the Scottish Government helping people move into sustained and fair employment?
- How should success be measured?

**The role of the enterprise agencies (Scottish Enterprise and Highlands and Islands Enterprise) in supporting and growing good quality employment**

- How are the budgets of the enterprise agencies used to help businesses employ more people?
- What are the examples of the enterprise agencies safeguarding jobs?
- How do the enterprise agencies use their budgets to attract foreign investment?

- How do the enterprise agencies use their budgets to improve job quality and ensure fair employment?
- What has been the impact of recent budget reductions on the enterprise agencies' ability to provide, maintain and safeguard employment within the areas they serve?
- How are the enterprise agencies' budgets being used to address productivity and employment gaps between Scotland's top and bottom performing local authority areas?

### Apprenticeship levy

- How is Apprenticeship Levy money being used in Scotland?
- Has this UK Government policy led to employers taking on more apprentices?

### Community and Locally Owned Energy

For further context, please see: the [CARES](#) scheme and [Local Energy Scotland's](#) involvement in delivering the scheme.

- What are your views on the Scottish Government's approach to financing and supporting community and locally owned energy?
- Is there adequate funding to hit the 2020 [target](#) of 1GW of community and locally owned energy by 2020 and 2GW by 2030?
- Which technologies (heat and/or electricity) have the most potential to transform community and locally owned energy, and are resources being adequately targeted?
- Are the organisational structures adequate to enable this?
- Is the joint focus on community and locally owned energy the correct approach? How might support for community energy be better targeted? What are the benefits and potential drawbacks of different ownership models?
- Are there any other issues in relation to Scottish Government support for community and locally owned energy that you would like to highlight?

## Atos UK&I Apprenticeship Levy Atos Apprenticeship Scheme

Within Atos, we recruit apprentices across the UK business. The introduction of the levy in the UK has not changed our strategic view of the benefits apprentices bring into our business.

The Atos Apprenticeship Scheme was first introduced in 2010 in response to a large ICT skills gap amongst 17 to 24-year olds and the company has significantly grown its annual intake of apprentices since then. Atos' programme offers an alternative option to the traditional University route and allows apprentices to build a career in IT using formal training and development programmes and several recognised qualifications. Some of the training academies offered to apprentices as part of the programme teach specialist skills in areas such as cyber security and project management.

Our apprenticeship programme gives bright and motivated young people an opportunity to start on the career ladder with a global company, working on exciting and varied projects, and we offer a permanent position with the company from day one.

### Apprentice recruitment

Atos' recruitment activity is centred around engagement with local schools, colleges and careers fairs. We have found that the main challenge is recruiting girls into IT, however, we actively work within the local areas to support girls into the sector, and we have several young females working in Cyber Security whom have completed our apprenticeship scheme.

Our programmes are:

- L3 Business Administration
- L3 Digital Application
- L4 Cyber Security

Since our apprentice programme began in 2013, we have recruited the numbers below.

2013	2014	2015	2016	2017	2018
2	25	22	9	23	8

### Apprenticeships in Scotland

We have not successfully been able to access levy funding in Scotland due to the way the fund is administered in Scotland; the Scottish Government uses its proportionate share of the levy funding to support existing programmes, unlike in England, where employers can receive funding to spend on apprenticeships.

We have considered applying for the Scottish Government's Flexible Workforce Development Fund, in order to access the £10,000 available to contribute toward training with local colleges, but it was not deemed a viable option for Atos. We may look to revisit the courses on offer at local colleges and the FWDF in the future.

All of our apprentices attend a one-week residential course where they learn key business and interpersonal skills, followed by a further one week residential in the Lake District delivered for us by the Outward Bound Trust. In England we can use our levy funding to support our residential induction programme for apprentices. We face a complexity in Scotland, whereby we encounter additional costs for our various business areas in order to ensure our apprentices, regardless of where they live, are able to participate in our residential induction programmes.

Since the Apprenticeship Levy policy was announced by the UK Government in 2015, and its introduction in 2017, we have continued to recruit, develop, and retain our apprentices across Scotland. The policy itself has not led to an increased number of apprentices recruited in Scotland.

We recruit apprentices across our Scottish Sites:

- Glasgow
- Linwood
- Livingston
- Forres, Moray
- Dundee

In the last three years, however, we have recruited and trained nearly 100 highly skilled apprentices in Scotland, including 34 cyber security apprentices located at our Moray Development and Innovation Centre. The programme includes a permanent contract from day one, formal training, development programmes, and qualifications through QA, Atos' training provider.

We currently have 21 business, digital and cyber security apprentices in Scotland (Livingston, Dundee, Linwood, Glasgow) and are aiming to recruit an additional nine in Scotland throughout 2018 within an intake of 82 new apprentices UK-wide. Of the 2018 intake, five will be employed in Livingston, three in Forres and one in Dundee.

We believe continued investment in Atos' successful apprenticeship programmes will deliver more benefits and opportunities to young people. Although the Apprenticeship Levy funding is not used by Atos in Scotland, we continue to invest in and strengthen our workforce by employing apprentices as the future talent of our business.