

THE SUSTAINABLE50



LONDON
PROGRESSION
COLLABORATION

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- The **Corporate Responsibility & Sustainability (CRS) Apprenticeship (Level 4)** is a brand-new apprenticeship for employers to invest in the skills they need both now and in the future, to further their commitment to creating a more sustainable world
- To launch this first-of-a-kind apprenticeship, the CRS Trailblazer Group* is asking employers to sign up to **The Sustainable50** - a campaign to **create a cohort of 50 CRS Apprentices in 2021**
- The request is simple... we ask that your business utilizes some of its Apprenticeship Levy and commit to taking on a CRS Apprentice in 2021



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The Sustainable50 aims to:

- **Raise awareness:** to create supply and demand from young people and employers alike about the pathway and the CRS profession more broadly - including existing employees in other occupations who may wish to transfer into a CRS role
- **Blended learning:** utilize online and virtual classroom learning to replicate the university experience for CRS Apprentices by creating nationwide cohorts that can learn together
- **Widen access:** open up the CRS profession to people from working class and under-represented backgrounds
- **Support SMEs:** encourage large employers to transfer part of their unused levy to an SME
- **Celebrate:** recognize best practice by communicating superb work and showcasing this at an annual awards ceremony



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The Sustainable50 asks employers to commit to taking on a CRS Apprentice in 2021 with two further **optional** commitments:

| | 1 (conditional) | 2 (optional) | 3 (optional) |
|--------------|--|---|---|
| | Recruit a CRS Apprentice in 2021 | Pay Your Levy Forward to an SME | Widen access to CRS |
| Cost | *Training: £14k (one-off) Salary (London): £22k pa Salary (UK): £19,700 | £14k training costs (transferred from unspent apprenticeship levy) | |
| Further info | *100% training costs to be paid via employer's apprenticeship levy Salary based on the Real Living Wage | Transfer a proportion of unused apprenticeship levy funds to an SME to take on a CRS Apprentice in 2021 GOV.UK guidance here | Work with existing charity and school partners to promote the pathway and recruit apprentices |



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BENEFITS TO EMPLOYERS

- Be part of a pioneering group of businesses that help create the CRS leaders of tomorrow via a new route into the profession
- Broaden your talent pool and give people from lower-socio-economic and under-represented backgrounds a chance of meaningful employment
- Mobilize existing employees who wish to transfer across into CRS
- Support the SME community while utilizing unspent apprenticeship levy



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ABOUT: CRS APPRENTICESHIP (LEVEL 4)

- In June 2019, a 'Trailblazer Group' was formed to develop an apprenticeship pathway for Corporate Responsibility & Sustainability (CRS)
- A Trailblazer Group consists of business representatives, from a cross-range of sectors, and is set up as a requirement of the Institute for Apprenticeships & Technical Education in order to develop any new apprenticeship pathway in England
- The Trailblazer Group* for the CRS Apprenticeship is made up of representatives from organizations including; *FTI Consulting, Fujitsu, HS2, Intercontinental Hotels Group, ISG, JP Morgan, Kaplan, Leeds University, Legal & General, Linklaters, NG Bailey, QBL Consulting, Royal London, Sainsburys, Salesforce & Weil, Gotshal & Manges LLP*
- In addition, the **Institute for Corporate Responsibility & Sustainability (ICRS)**; the professional body for CRS practitioners, and **Heart of the City**, a charity which supports SMEs to develop a Responsible Business strategy, have been involved from the outset, providing crucial input and guidance
- All apprentices will be eligible for **free individual membership** with the **ICRS**, and be able to access all associated benefits, for the duration of the apprenticeship
- In November 2020, the Trailblazer Group submitted the CRS Apprenticeship (Level 4) to the Institute for Apprenticeships & Technical Education. Subject to approval, the new pathway is the first of its kind



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About the London Progression Collaboration

The London Progression Collaboration is creating a movement of employers committed to their employees' progression and to their sectors' skills. Our mission is to help more than 1,000 Londoners to progress into work, and from low-paid work into better-quality, higher-paying jobs

To deliver this, we support employers to create new apprenticeships which meet their and their sector's skills needs, and which offer sustainable progression opportunities to Londoners. The LPC team can support employers in a number of ways, from setting up on the digital apprenticeship service, to building an apprenticeship strategy,

Through our Reskilling the Recovery the LPC supports SMEs access funding to rebuild and reskill their workforce through apprenticeships, brokering support from larger employers through apprenticeship levy transfer. To date, the campaign has raised **over £3.5m** of apprenticeship levy funding to support SMEs, with the support from partners such as American Express, FTI Consulting and the BBC.

The LPC is funded and supported by JP Morgan Foundation and the Mayor of London, and has been incubated by the Institute of Public Policy Research.



J.P.Morgan

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The logo for 'Reskilling the Recovery' is a red square with a white border. Inside the square, the words 'RESKILLING THE RECOVERY' are written in white, sans-serif font. Above the text is a white line graph showing an upward trend, ending in an arrowhead.

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FAQs

- **Which employers are able to recruit a CRS Apprentice?** Any employer can use the CRS apprenticeship, but apprentices must spend on average at least 50% of their working time in England.
- **Are there any particular sectors or industries that the CRS Apprenticeship is most suited to?** The CRS Apprenticeship has been developed to be portable across any industry and is pan-sector. Businesses of all shapes and sizes, in any sector, can recruit a CRS Apprentice.
- **Who is eligible to apply to become a CRS Apprentice?** Anyone 16 and over, who has at least a level 2 in English and maths (equivalent to GCSE A-C), or who can attain this by the end of their apprenticeship. Although the main objective of any apprenticeship is to create entry-level opportunities for young people and those long-term unemployed, the CRS Apprenticeship (like other pathways) is also open to existing employees (of all levels of seniority) who may wish to transfer into a CRS role within their organization.



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FAQs (continued)

- **How long does the apprenticeship last for?** Typically three years for new entrants to the profession. The minimum time on the apprenticeship is 12 months.
- **What will the CRS Apprentice do?** The apprentice will provide support in delivering their employer's CRS strategy. The apprentice can form part of an existing CRS function within the organization, or sit within another department where there are strong areas of overlap with CRS such as HR, L&D, Marketing or Communications.
- **Is there off-the-job training involved and who provides that?** The CRS Apprentice will spend at least 20% of their time (equivalent to one day a week) in classroom/virtual/online learning and training. The training will be provided by a company that is a registered Apprenticeship Training Provider which the employer will be able to select. In addition, all apprentices will be eligible for **free individual membership** with the **ICRS**, and be able to access all associated benefits, for the duration of the apprenticeship.



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FAQs (continued)

- **How is a CRS Apprentice assessed?** The End-Point Assessment consists of two methods **i)** Professional Discussion underpinned by a portfolio of evidence **ii)** Work-based project followed by a report and presentation. The Assessment is undertaken by an independent assessor, provided by the Apprenticeship End-Point Assessment Organization. This means you can be assured the apprentice is fully competent when they pass.
- **What qualification will the CRS Apprentice receive upon completion?** They will achieve apprenticeship certification (Level 4) with a Distinction, Pass or Fail
- **How much does a CRS Apprentice cost?** The funding band for the CRS Apprenticeship is £14k. **100%** of the “off the job” training cost can be paid via the employer’s Apprenticeship Levy, up to the maximum funding band. In addition, the CRS Apprentice will be paid a salary (via Payroll) in line with the employer’s entry-level salary band which is encouraged to be equivalent to the Real Living Wage.



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FAQs (continued)

- **What is the Apprenticeship Levy and how much does my employer have in it?** The Levy was introduced by the Government in 2016 and is a requirement of employers with £3million+ payroll to set aside 0.5% of their annual payroll for the levy. It is estimated that there is around £2billion of unspent levy so it's worth checking with your HR/L&D team on what you have in the pot!
- **What is The Sustainable50?** It is a campaign to get the business community excited and engaged at the prospect of the CRS Apprenticeship with the aim of creating a cohort of 50 CRS Apprentices in 2021.



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FAQs (continued)

- **What does an employer have to do to sign up to The Sustainable50?** The main requirement is for large employers to commit to taking on at least one CRS Apprentice in 2021. There are also two further ways large employers can get involved which are optional but were designed with the spirit and ethos of sustainable business firmly in mind. They are; **i) Pay Your Levy Forward** – transfer part of your levy to a small business to take on a CRS Apprentice in 2021 **ii) Widen access to the CRS** - recruit your CRS Apprentice via existing charity and school partners to give young people from under-represented backgrounds an opportunity
- **How do we transfer part of our Apprenticeship Levy fund?** All employers who have an apprenticeship levy are eligible to transfer up to 25% of their levy pot to another organization such as a charity or small business. **The London Progression Collaboration** can support employers navigate the levy transfer process, brokering partnerships between levy and non-levy partners. [GOV.UK guidance here](#)

