



LONDON  
PROGRESSION  
COLLABORATION



THE SUSTAINABLE50

## THE SUSTAINABLE 50: BUSINESS BRIEFING

### Context

The Corporate Responsibility & Sustainability (CRS) Practitioner (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.

The launch this first-of-a-kind apprenticeship, the CRS Trailblazer Group\* is asking employers to sign up to **The Sustainable50** which aims to create a cohort of 50 CRS apprentices in 2021.

### The ask

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

	1. Recruit a CRS apprentice in 2021 (conditional)	2. Transfer unspent levy to an SME to take on a CRS Apprentice (optional)	3. Widen access to CRS (optional)
<b>Info</b>	Utilise your employer's apprenticeship levy to recruit a CRS Apprentice via a new	Utilise unspent apprenticeship levy to support an SME develop apprenticeships through <b>levy transfer</b>	Work with local charities, schools & colleges to promote your CRS Apprentice opportunity
<b>Cost</b>	Training: £14k (100% paid via your employer's apprenticeship levy)  Salary: £22k pa (London), £19,700 pa (UK) - based on the Real Living Wage	£14k (100% paid via your employer's apprenticeship levy)	

### Apprenticeships and the levy

Apprenticeships are vocational training that combines work-based training with an element of learning delivered by a **training provider**, and can be used to support **new starters** or existing staff **interested in upskilling**. Apprentices spend most of their time in the workplace with some 'off the job' training representing 20% of their time.

Since 2017, employers with a wage bill of over £3m are required to put a proportion of this towards supporting apprenticeships within their workforce - the **apprenticeship levy**. There is evidence that much of this funding currently remains unspent by businesses. Smaller organisations can fund apprenticeships through a **co-investment model** with the UK Government or can receive a transfer of funding from levy payers with unspent allocation.

The CRS Practitioner (Level 4) was developed by a 'Trailblazer' group of employers\* to widen access and create pathways into Corporate Responsibility & Sustainability. The apprenticeship will typically last for three years for new

entrants to the profession and focuses on the development of key competences, knowledge, skills and behaviours that are essential to sustainability roles, regardless of the sector. Additionally, all apprentices will be eligible for **free individual membership** with the **Institute for Corporate Responsibility & Sustainability (ICRS)** for the duration of their learning.

## Support available

Plenty of support is available to support employers wishing to engage in The Sustainable50 and support the development of CRS apprenticeships:

- **The London Progression Collaboration** can support London-based employers with all elements of apprenticeship provision - from setting up an account on the online Apprenticeship Service to choosing a training provider. They can also broker levy transfer through their **Reskilling the Recovery** campaign (<https://www.thelpc.uk/>)
- **Training providers:** will provide support to understand how the learning and assessment works, and the off the job training.
- **Heart of the City:** supports SMEs to develop a Responsible Business strategy with a 24-month partially-funded programme
- **ICRS:** the professional body for CRS practitioners is offering **free individual membership** and access to all associated benefits to CRS apprentices for the duration of their apprenticeship

## Contact

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In addition to the Institute for Corporate Responsibility & Sustainability (ICRS), the **\*CRS Apprenticeship Trailblazer Group** consists of representatives from *FTI Consulting, Fujitsu, HS2, Intercontinental Hotels Group, ISG, JP Morgan, Kaplan, Leeds University, Legal & General, Linklaters, NG Bailey, Novartis, QBL Consulting, Royal London, Sainsburys, Salesforce & Weil.*