

Briefing Pack

November 2022

openreach

Purpose

- Look at the volume of apprentice activity in the coming year
- Make you aware of the proposal for the apprentice team
- Talk to you about what this means for you and the reason why we're looking to do this
- Give you clarity on the proposed options and what happens next
- Outline the support available to you, and give you an opportunity to ask any immediate questions you may have



Rationale for change

Challenges with the apprenticeship model

Declining volumes are significantly reducing the need for apprenticeship delivery resource

- Apprenticeship volumes at peak were 4000 in 20/21, reducing year on year since
- Forecasted volumes for 23/24 show a minimal requirement for apprentices – potentially less than 200. The main recruitment next year will focus on Civils, Poling and FTTP Provision
- As a result of declining volumes it no longer becomes cost effective to have a apprentice team managing small volumes.

The New Standard whilst it has brought increased funding, has equally brought challenges:

- As part of the qualification recruits need to complete Math and English Level 1 - equivalent to GCSE Maths and English - and attempt level 2
- We do not test Maths and English as part of the original recruitment process to avoid biasing. However our recruits are subsequently really struggling with this element with many finding it difficult to complete and the level of work to pass can be quite arduous
- Until recruits complete their functional skills they can't go through to End Point Assessment and therefore don't assimilate



Our approach going forward

Moving from Apprentices to Trainees only

Going forward we will bring recruits in as “Trainees” rather than “Apprentices”

- Trainees will still go through the same training and be expected to meet the same standards of learning and workmanship
 - Internal accreditation as opposed to Level 2 apprenticeship (NVQ), which takes 12 months
 - Accreditation is industry recognised and will still allow people to move and progress their career
 - We will internally support with Maths and English learning for those who want this development, as opposed to everyone needing to complete it
 - No change to pay or T&C's – they join on same TMNEA grade and move to TMNE2 on completion of their traineeship
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- Currently we still have **c3000** apprentices on programme. We will continue to fully support these people through their journey as we wind the programme down gradually over the next 12 months
 - Training will continue to be delivered by the L&D training team.

Our proposal

What does it mean for the apprentice delivery team

- The proposal is that the team won't be required from October 2023, and the team size will reduce in line with volumes until we reach this point
- Openreach has a **strong track** record over many years of finding suitable alternate options for displaced colleagues. Including relocating roles to long-term locations agreed by Openreach business units, retraining and reskilling into field roles; and supporting colleagues in finding alternative roles within Openreach and BT
- An **Expression of Interest (EOI)** will be offered to colleagues, this will include
 - The option of moving to an **alternative role** within the business
 - The option to apply for a **flexible, future-dated voluntary paid leaver package**
- **All individuals will be offered alternative roles** within the business.
 - All colleagues will have **priority candidate status**
- We have already **identified** a number of **options** which may be of interest for different people, depending on the grade, skills and location; this includes trainer, planner and designer roles in the wider L&D function, as well as field roles.

Expression of interest - additional support opportunities

Potential alternative roles we have identified so far

Service Delivery - Fibre to the premise provision role* [\[National / TMNE2\]](#)

This role is all about our fibre customers. You'll be working on the front line working directly with customer. Your day-to-day activities will include installing and repairing fibre products, working on our fibre network – up poles, in street cabinets, in our underground network and exchanges

Desk Service support roles in FND and CE* [\[Birmingham \(Snowhill\) / TMDE2\]](#)

Working across multiple teams in Openreach to plan and provide services to our customers, Includes Controls and Planning functions

Chief Engineer – Civils/poling role* [\[National / TMNE2\]](#)

This role is all about installing and recovering poles, erecting, and recovering aerial cables, drop-wires and other overhead equipment, mostly outside.

Wider L&D roles* [\[Leeds or Regional Training Centres / various\]](#)

Opportunities across the wider Learning & Development (Planner, design, trainer roles)

CV Writing / Interview Tips & Techniques:

There's also an internal Openreach careers site that may help with CV writing and interview tips and techniques: [LD&R - Career Development \(bt.com\)](#)

Openreach careers Workplace group:

You may also find the Openreach [Careers Workplace Group](#) useful to get news on job opportunities

* Suitability for roles is dependant on grade, skills and location. Please also note all field roles require full driving licence, ability to climb and weight restrictions (can't be over 18 stone 11 pounds)

Expression of interest

Flexible, future-dated voluntary paid leaver offer

We're offering the opportunity for colleagues to secure a voluntary leaver payment now, on a package equivalent to [Enhanced Voluntary Severance \(EVS\) Terms](#) (up to one years' salary) with the following flexible features:

- Future dated exit (Over 8 months), in line with the reduction of the programme with latest last day of service being **31 July 2023**
- The opportunity to withdraw your voluntary paid leaver application, rescinding your leaver payment, should you **secure another permanent role internally**
- The ability to bring your leaving date forward, and still receive your leaver payment, should your personal circumstances change or you **secure a role externally***

* providing sufficient notice is given (minimum 4 working weeks excl. annual leave), we'll work with you to bring your leaving date forward to another month end date, still allowing you take your voluntary paid leaver payment

Flexible, future dated voluntary paid leaver

Key dates

An email will be sent, to all colleagues in scope for the offer, inviting them to view estimates and apply, should they choose to do so

- **Scheme opens: Thursday 10 November 2022**
- **Manager and Team Member drop in calls: Starting Friday 11 November, will be held weekly during the paid leaver window**
- **Wealth at work seminar: Wednesday 16 November 10:00 – 11:30**
- **Scheme closes: Monday 5 December 2022**
- **Outcome decisions communicated: (in real time as much as possible, on or before) Friday 9 December 2022**
- **Latest last day of service: Monday 31 July 2023**

Terms and other useful information

The Voluntary Paid Leaver terms will be based on the [enhanced voluntary severance \(EVS\) terms](#).

- 1 month's eligible pay multiplied by years of service, capped at 12 months maximum payment
- If employer notice period is worked there will be no deemed PILON impact
- It's a big decision, but if you submit an application on the system, we'll take that as your formal agreement to leave the business, unless another permanent role is secured
- If your application is accepted, your leaver payment will be paid your normal pay date, **the following month** after your last day of employment.

We're here to help you if you need support during this change

Employee Assistance Programme

[Employee Assistance Programme \(EAP\)](#)

The EAP is a voluntary, confidential and free service for all BT employees. They offer telephone or face-to-face counselling, advice lines and information services. Available 24/7, 365 days a year on 0800 917 6767.



Health and Wellbeing

Take the time to consider your own [wellbeing](#). We have a number of [toolkits](#) to help you with this and more support for [managing your wellbeing during change](#)



Peer to Peer Support

Telephone listening service provided by a team of volunteers who feel they could help colleagues.

Contact P2P supporter of your choice from the list at: <http://snip.bt.com/listen>



[Your Wellbeing](#) is a portal for all your wellbeing needs. Available 24/7/365 on any device – at work or at home – it has lots of information and advice around 4 key topics of life, health, money, and family.

Support from the Unions

Prospect

Prospect is the trade union for managers in Openreach. They are being consulted with on these proposals and are available to provide individual support to union members.

Helpdesk@prospect.org.uk



CWU

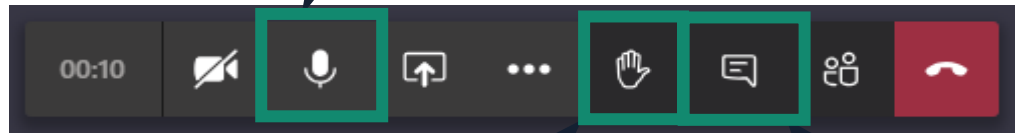
CWU is the trade union for team members in Openreach. They are being consulted with on these proposals and are available to provide individual support to union members.

www.cwu.org/contact-us



Over to you for questions

Don't forget to unmute your headset...



Raise your hand...

...or write your question in the chat pane

Flexible, future dated voluntary paid leaver

Terms and other useful information

- [Our Guide to Pay and Benefits – Voluntary Paid Leavers \(VPL\)](#) (including Terms & Conditions) contain more information about the EVS Terms applicable to you and how your pay and benefits would be impacted
- If you're planning to retire you'll need to contact your pension scheme to discuss the options that are available to you
- You can choose to allocate part of your leaver payment to pension savings, using Increase Your Fund
- If you're in a Saveshare scheme, in some circumstances, you'll be able to continue monthly contributions for up to six months after leaving BT/Openreach with a paid leaver package. For more information, see the [share plans leaver booklet](#)
- Information about independent financial advice is available from the [industry website](#) for Independent Financial Advisors. Individual financial advice must be brokered between individuals and their chosen advisors, and BT can't take any responsibility for any advice received.

Career transition support

External career transition would be provided by LHH Penna, if required.

LHH Penna will provide the following personal support and guidance to you:

- One-to-one consultations - working with a career coach to assist you with career planning.
- Access to live workshops:
 - CV writing
 - Interview preparation
 - LinkedIn advice – make your profile stand out
 - Advice starting your own business
 - Managing later life
 - Career decisions
- Access to online career resource portal (CRN) where you can find hundreds of support resources.
- LHH Penna alumni website career support.
- We'll set up awareness sessions to tell you more over the coming weeks on how this service can support you.

