

# Conditions for transition: supporting young people onto apprenticeships and technical pathways

- a regional analysis for  
Cambridgeshire &  
Peterborough Careers Hub 2024



# What is success?

## Our collective purpose

It's not about every young person taking an apprenticeship or technical education pathway but making sure that every young person is not prevented from taking these routes if they might want to by a preventable friction.

## Working together as a system – not individually as competitors

It's not about every supportive actor (local government, careers educator, parent, employer etc) removing all barriers, but making sure that their energy, expertise and resources are used effectively, and the sum of the parts is comprehensive, impactful and efficient.

## Better diagnosis informing better remedy

This exercise informs the work done to mitigate or remove a barrier. It also helps us measure progress year to year and identify how other initiatives contribute and any gaps we need to resource collectively..

## Scoring Criteria (1-5)

1. This is a significant barrier to Apprenticeships and Technical Education (ATE) transitions and the evidence conclusively points to this.
2. This is a barrier to ATE transitions and there is sufficient evidence to indicate it is restricting ATE transitions despite some positive indicators.
3. There is a roughly equal amount of positive and negative evidence on this criteria and it is broadly neutral in terms of its impact on ATE transitions.
4. There is positive evidence this is supporting ATE transitions despite some negative indicators.
5. This is a significant support to ATE transitions and the evidence conclusively points to this.

2024

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## Employer need

*Hub (National average) Previous year data (previous national average)*

- What is the % of total employment that job vacancies represent?

*5% (5%) **6.4%** (4.5%) in 2019*

- What proportion of all vacancies are due to skills shortage?

- ***31%** (36%) **29%** (25%) in 2019*

- What is the projected employment growth from 2023 to 2035:

***7%** (5%)*

2024

## Employer willingness to offer opportunity

*Hub (National average) Previous year data (previous national average)*

- What % of employers reported they were aware of apprenticeships and had a good knowledge of what is involved?

**36%** (34%)

- What % of employers currently have any staff undertaking formal apprenticeships at site?

**13%** (12%) **10%** (11%)

- What percentage of employers have had anyone on a work placement from college in the last 12 months?

**7%** - (10%) **10%** (12%)

- What percentage of employers were very interested in providing work placements to T-Level Students?

**6%** - (7%) **7%** (8%)

2024

## Access to relevant training options

- Roughly do more than 70% of learners\* have access to good technical pathways near their home?
- Do the majority of learners find these easy enough to access i.e. through transport and timings and virtual options?

*\*70% of learners in FE travel less than 10km for their course*

2024

## Conversion rate of interest to take up

*Hub (National average) Previous year data (previous national average)*

- For what % of schools have 76-100% of learners had information about the full range of apprenticeships?  
**83.33%** (89.15%) **84%** (85.6%)
- What % of learners sustain an apprenticeship on leaving KS4?\*
- What % of learners sustain an apprenticeship on leaving KS5?\*

*\*Regional data not Hub*

2024

## Promotion of ATE options

*Hub (National average) Previous year data  
(previous national average)*

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- For what % of schools have 76-100% of learners had meaningful encounters with Independent Training Providers? **73.61%** (72.64%) **54.3%** (64.1%)
- What % of school have 76-100% of learners had meaningful encounters with Further Education Colleges? **79.17%** (87.35%) **80.3%** (80.5%)
- What % of schools report all\* learners in Year 8/9 have had at least two meaningful encounters with providers of apprenticeships and technical education during KS3 phase that meet the requirements of PAL?  
**28.99%** (30.3%) **17.39%** (26.58%)
- What % of schools report all\* learners in Year 10/11 have had at least two meaningful encounters with providers of apprenticeships and technical education during KS4 phase that meet the requirements of PAL?  
**42.65%** (44.80%) **39.13%** (42.10%)
- What % of schools report all\* learners in Year 12/13 have been offered at least two meaningful encounters with providers of apprenticeships and technical education during KS5 phase that meet the requirements of PAL?  
**52.5%** (51.42%) **48.15%** (50.06%)

*\*all = (91%+) Please note for PAL this data tracks live activity measured at a point in time which is not the same as compliance. Data is included for comparative purposes but should not be taken as representing the overall % of schools meeting the enhanced requirements*



2024

## Enthusiasm for occupations with opportunities

- Which industries do learners at KS4 report the most interest in working in in the future?
  - Creative and Media
  - Construction and trades
  - Computing
  - Technology and Digital
- Which industries have the highest % of vacancies?
  - Healthcare
  - ICT
  - Engineering
- Which industries are projected to have the highest % employment volume increase by 2035?
  - Real Estate
  - Water & Sewerage
  - Accommodation & Food

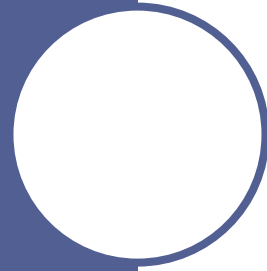
2024

## Understanding of ATE routes

*Hub (National average) Previous year data  
(previous national average)*

- What % of learners in KS4 understand Apprenticeships as an option after Y11?
  - **74.31%** (74.07%) **72.99%** (71.9%)
- What % of learners in KS5 understand Higher education (technical) – higher and degree apprenticeships, higher technical qualifications (HTQs)
  - **58.9%** (54.2%)
- What % of learners in KS4 understand T-Levels as an option after Y11?
  - **45.41%** (44.05%) **22.63%** (32.4%)
- What % of learners in KS4 understand other vocational routes such as BTECs as an option after Y11?
  - **44%** (46.5%) **50.36%** (46.19%)

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# Do learners existing skill levels match requirements for next step?

*Hub (National average) Previous year data (previous national average)*

- What % of learners have achieved a level 2 qualification by the age of 19\*? – **79.93%** (81.14%) **82.47%** (81.3%)
- What % of learners have achieved a level 3 qualification by the age of 19\*? – **57.01%** (62.9%)
- What % of learners in KS4 identify themselves as having essential skills for life and work? – **66.46%** (65.71%) **69.98%** (66.8%)

*\*Regional data not Hub*