

# Cambridgeshire and Peterborough Employer Apprenticeship Survey

Presentation by Rachel Hallam, Research Team Manager, Cambridgeshire County Council

# Responses

## Participating Employers

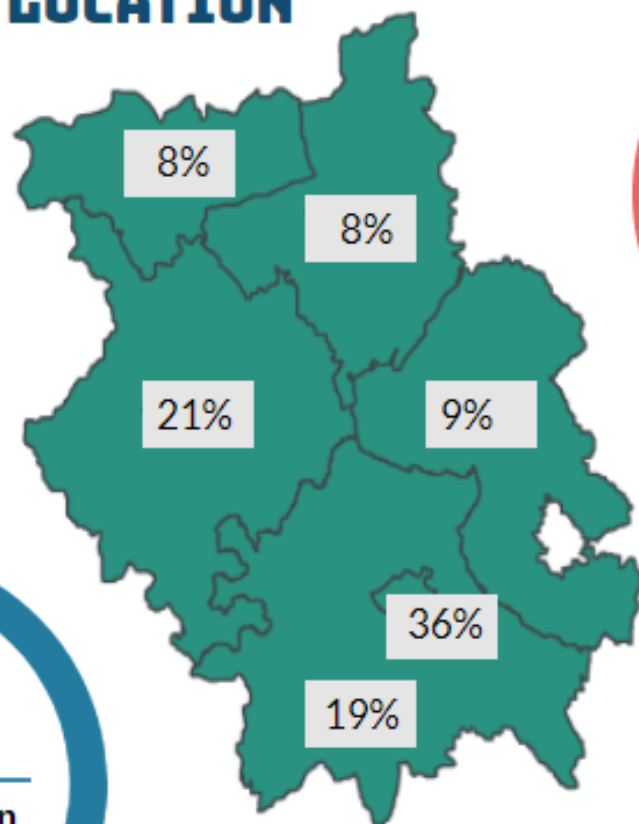
54

Employers

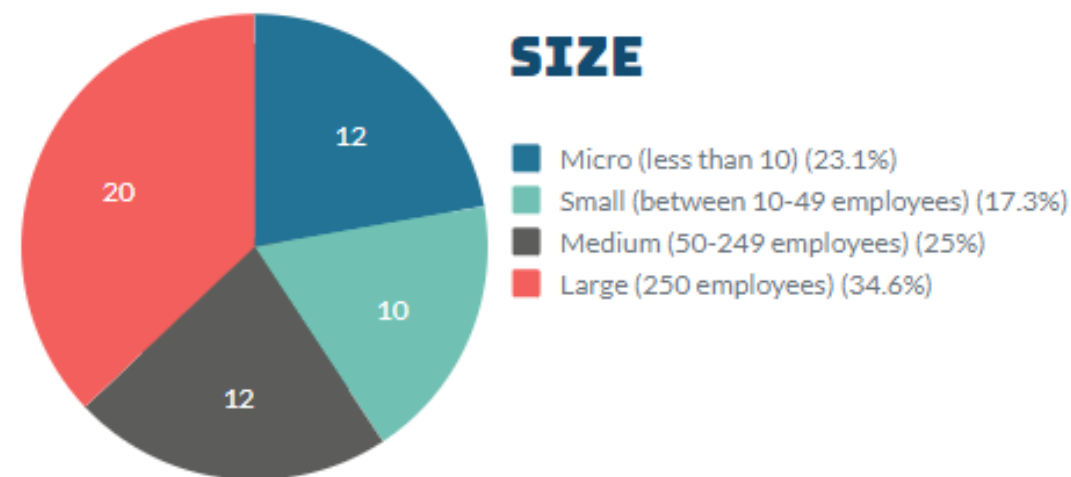
72%

Annually take on  
or upskills using  
apprenticeships

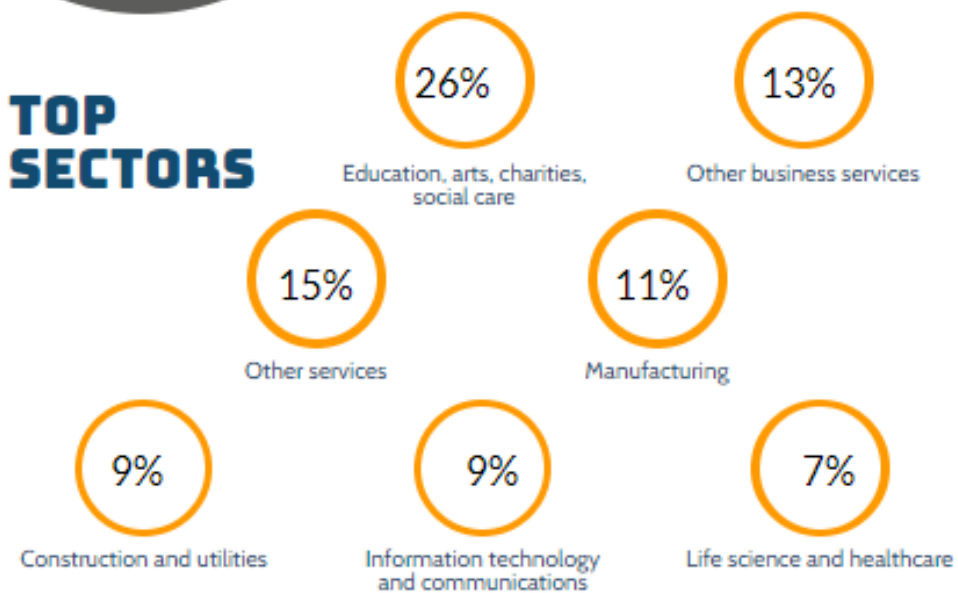
### LOCATION



### SIZE



### TOP SECTORS

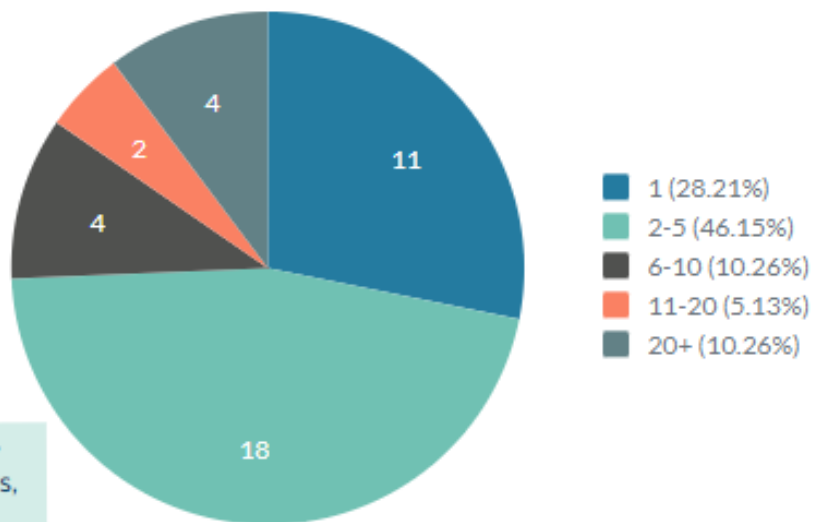


# Apprenticeships

39

Take on apprentices

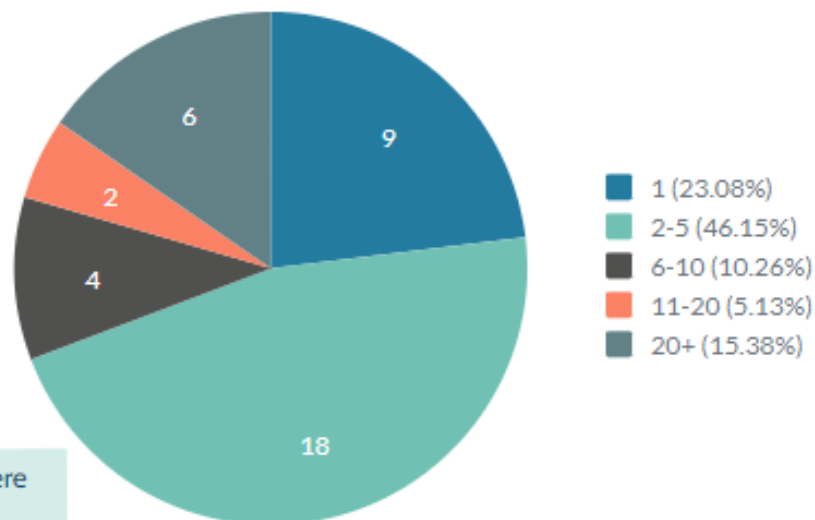
Of the four employers who stated they were taking on more than 20 apprentices, this was up to 45 per annum.



39

Upskill people using apprenticeships

Of the six employers who stated they were upskilling more than 20 people with apprenticeships, this was up to 150 per annum.



11%

Do not have suitable roles for apprentices

sole trader

do not have financial resource

previous negative success

require people with experience and higher level of education

lack management skills or time to train

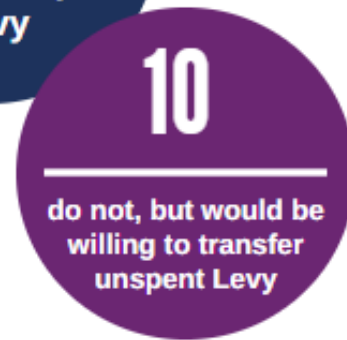
91%

would consider taking on a degree apprenticeship

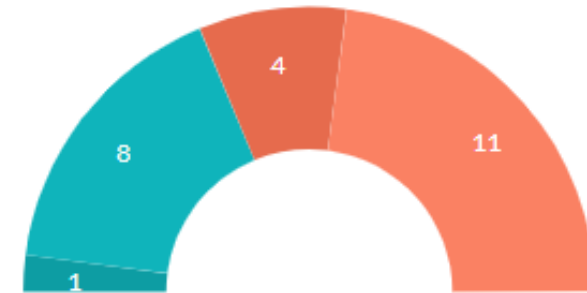
# Apprenticeship Levy



## LEVY TRANSFERAL



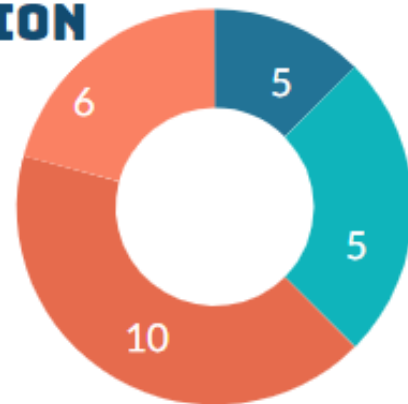
## LEVY USAGE



- Entirely to upskill (4.17%)
- Mostly to upskill (33.33%)
- About half and half (16.67%)
- Mostly to recruit new talent (45.83%)

## LEVY UTILISATION

- Unknown (12.5%)
- Up to 25% (25%)
- 26-75% (41.67%)
- More than 75% (20.83%)



All those in the more than 75% category were spending 96-100%

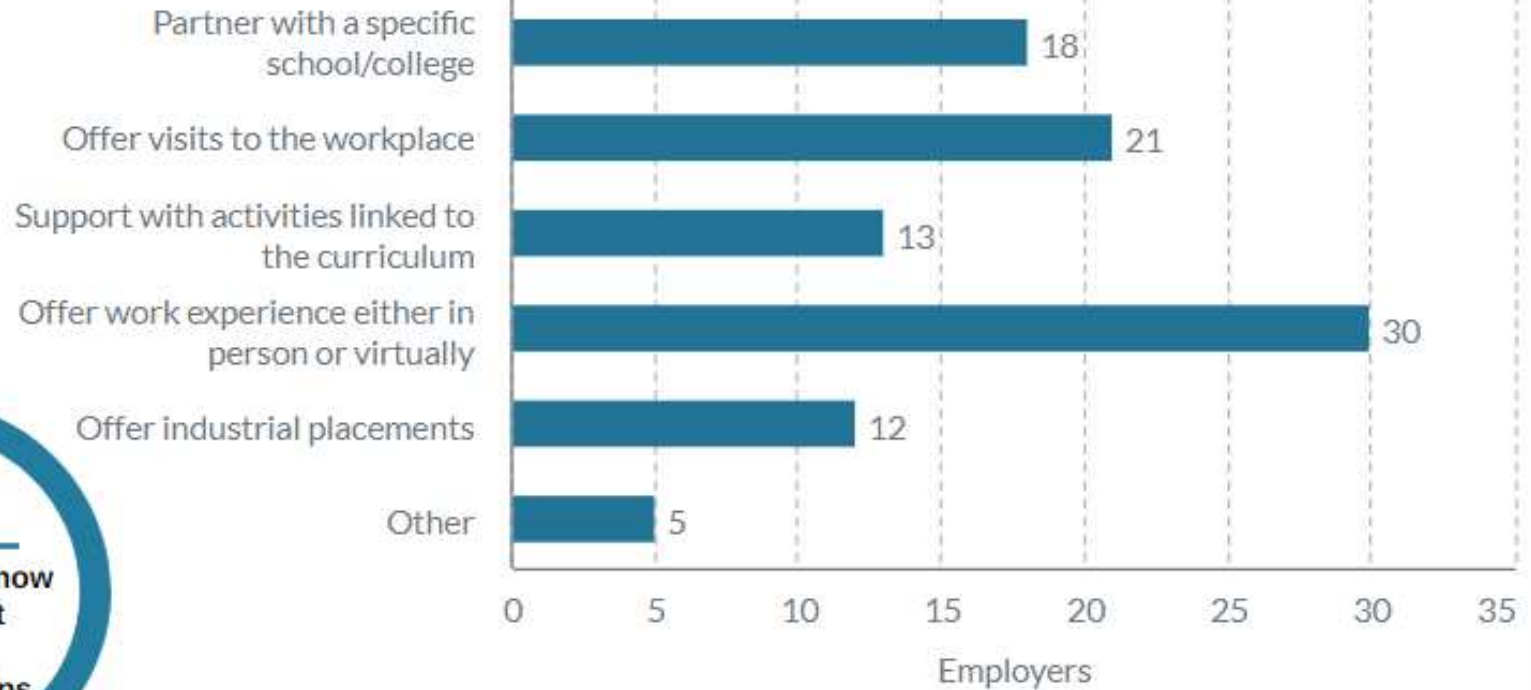
## Creating a talent pipeline

**63%**

Engage with educational establishments

**83%**

of employers know where to get advice on apprenticeships



Other included: volunteers, graduates, workshops, partnering with other organisations (e.g. third sector) and internships.

# Recruitment and Retention

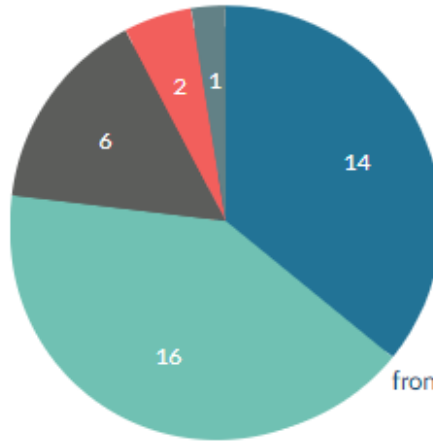
**55%** of employers retain between 80-100% of apprentices on completion of their programme.

**59%** of employers progress retained apprentices into higher levels.

## FULFILLMENT OF APPRENTICESHIP OPPORTUNITIES

**77%**

always or usually



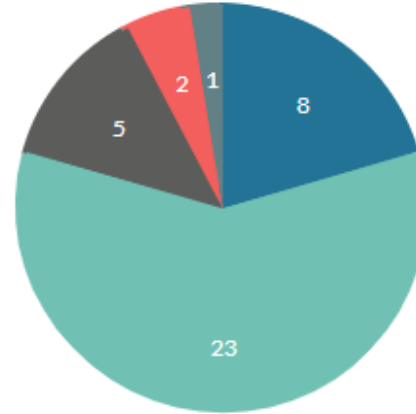
- Always (36%)
- Usually (41%)
- Sometimes (15%)
- Rarely (5%)
- Never (3%)

\* note: 4 responses from employers not currently taking on or upskilling

## HAPPINESS WITH QUALITY OF APPRENTICESHIP CANDIDATES

**79%**

always or usually



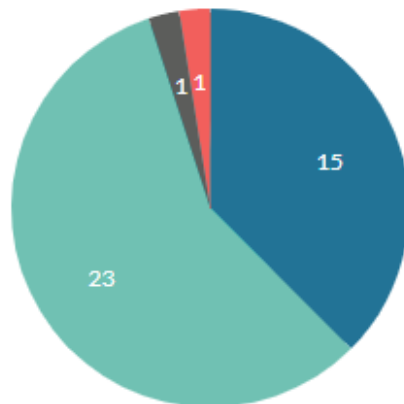
- Always (20.79%)
- Usually (58.42%)
- Sometimes (12.87%)
- Rarely (4.95%)
- Never (2.97%)

\* note: 3 responses from employers not currently taking on or upskilling

## COMPLETION OF TRAINING

**97%**

always or usually



- Always (38.78%)
- Usually (60.2%)
- Sometimes (1.02%)

## ... IF DO LEAVE

**36%**

on or after training complete

**28%**

start or mid way through training

**36%**

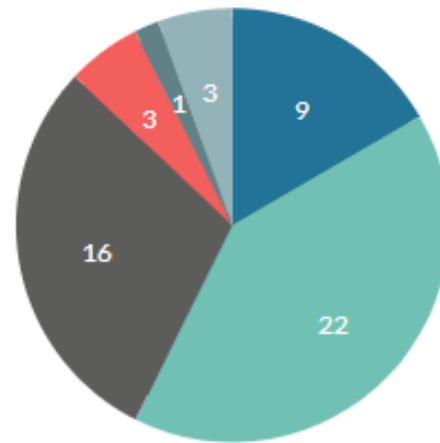
'other' or unknown, (including not yet left!)

# Delivery and Training

## SUITABLE TRAINING

**76%**

of employers who take on apprentices felt there were the required apprenticeship standards



- Always (16.67%)
- Usually (40.2%)
- Sometimes (29.41%)
- Rarely (5.88%)
- Never (1.96%)
- Unsure/unknown (5.88%)

**36%**

have explored the option of delivering part or all of the apprenticeship internally

**24%**

of employers who take on apprentices provide support to training providers with apprenticeship programmes

## SUPPORT FROM PROVIDERS



- Yes (51.85%)
- No (37.04%)
- Unsure/unknown (11.11%)