

Apprenticeships that work - CIPD guide



Source

<http://www.cipd.co.uk/publicpolicy/policy-reports/match-factor-apprenticeship-recruitment.aspx>

This will be useful if

- you are thinking about offering Apprenticeships or if you want to improve your current offer and better align it to your business strategy.
- you are one of the 28% of employers with more than 9 employees.

Introduction

The guide provides you with:

- an outline of the business case for bringing apprentices into your organisation
- information on the practical steps you need to take to set up a successful Apprenticeship programme
- a guide to funding, training providers and tricky employment law questions
- best practice case studies that show how Apprenticeships can contribute to business success
- advice on how to make Apprenticeships part of your strategic talent planning process and how this can help to grow your own workforce
- practical advice on how to recruit, manage, support and supervise your apprentices in order to maximise the benefits for your organisation as well as the apprentice.

Commentary

Although a useful guide for the businesses that provide 81% of all employment in the UK the vast majority of employers will find little of value in the guide. In fact it is highly unlikely that this part of the business community will ever become aware of the existence of this resource.

The problem with current thinking about apprenticeships is that it does not reflect the business structure of the country (see table below based on DBIS report from 2013)

	Businesses			Employment			Turnover		
	number	thousands	£ millions	%	%	%			
All businesses	4,895,655	24,332	3,279,961	of all businesses					
SMEs (0-249 employees)	4,889,060	14,424	1,577,563	99.9%	59.3%	48.1%			
All employers	1,210,915	20,298	3,071,334	24.7%	83.4%	93.6%			
With no employees	3,684,740	4,033	208,628	75.3%	16.6%	6.4%			
	value			of employers					
1-9	986,890	3,729	387,654	81.5%	18.4%	12.6%			
10-49	186,745	3,664	489,999	15.4%	18.1%	16.0%			
50-249	30,685	2,998	491,282	2.5%	14.8%	16.0%			
250 or more	6,595	9,907	1,702,399	0.5%	48.8%	55.4%			

With over 80% of employers having 9 or less employees (of whom 85% have less than 5 employees) the current apprenticeship model misses the requirements of the vast majority of employers in the UK.