

Produced by the Cambridgeshire Research Group



# Cambridgeshire and Peterborough Employer Apprenticeship Survey 2021/22: Summary of results

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## Introduction

This report provides the findings from a Cambridge Ahead Skill Group Apprenticeship survey. The survey was carried out to capture an up-to-date picture of the needs and priorities of employers in the Cambridgeshire and Peterborough region.

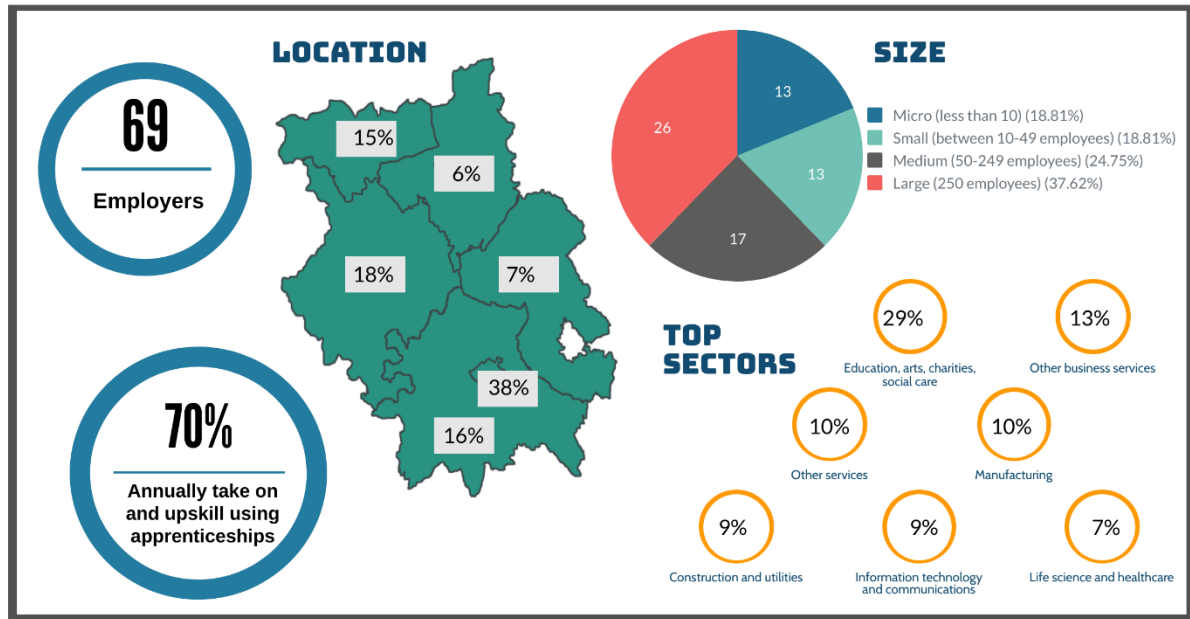
The results will be used to inform training providers, the business community and local government. They will also help to inform any representation we may wish to make to central government on behalf of our region.

The survey was first opened in August 2021 with the first responses received on the 4<sup>th</sup> August. The survey was then reopened in January 2022 with the final response received on the 11<sup>th</sup> February. This report updates the quantitative analysis with the increased sample size. Where possible, cross tabulation has been applied to see the characteristics of organisations who have given specific answers.

## Headline Findings

# Responses

## Participating Employers

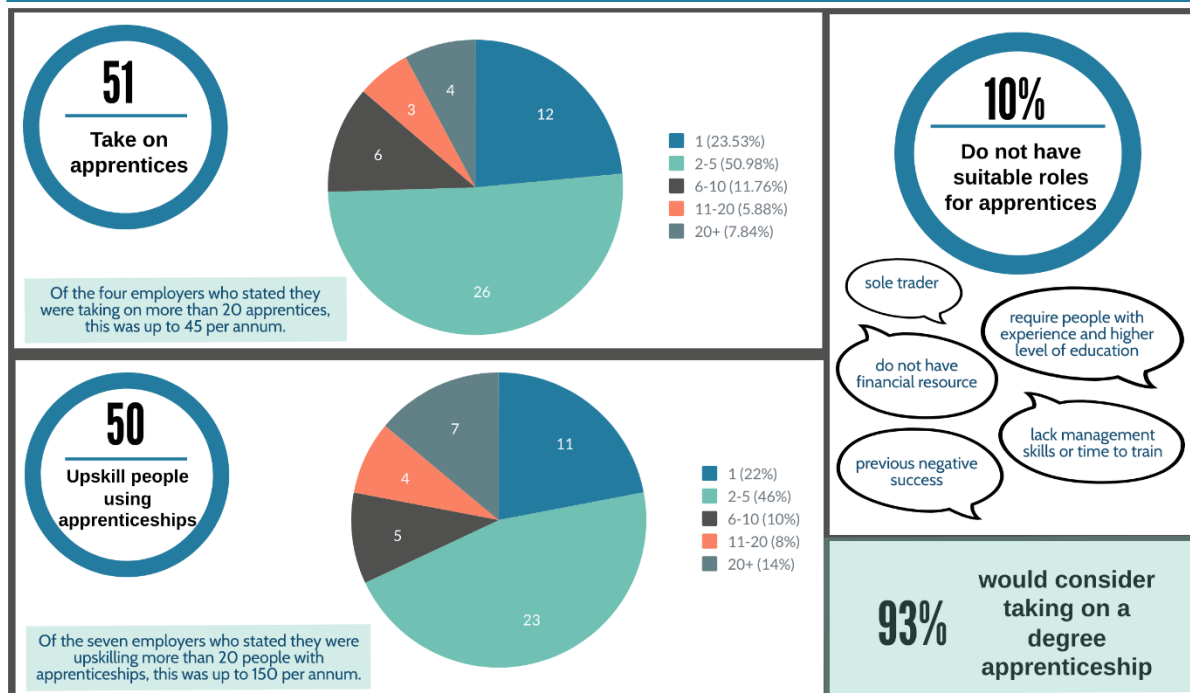


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## Apprenticeships



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## Creating a talent pipeline

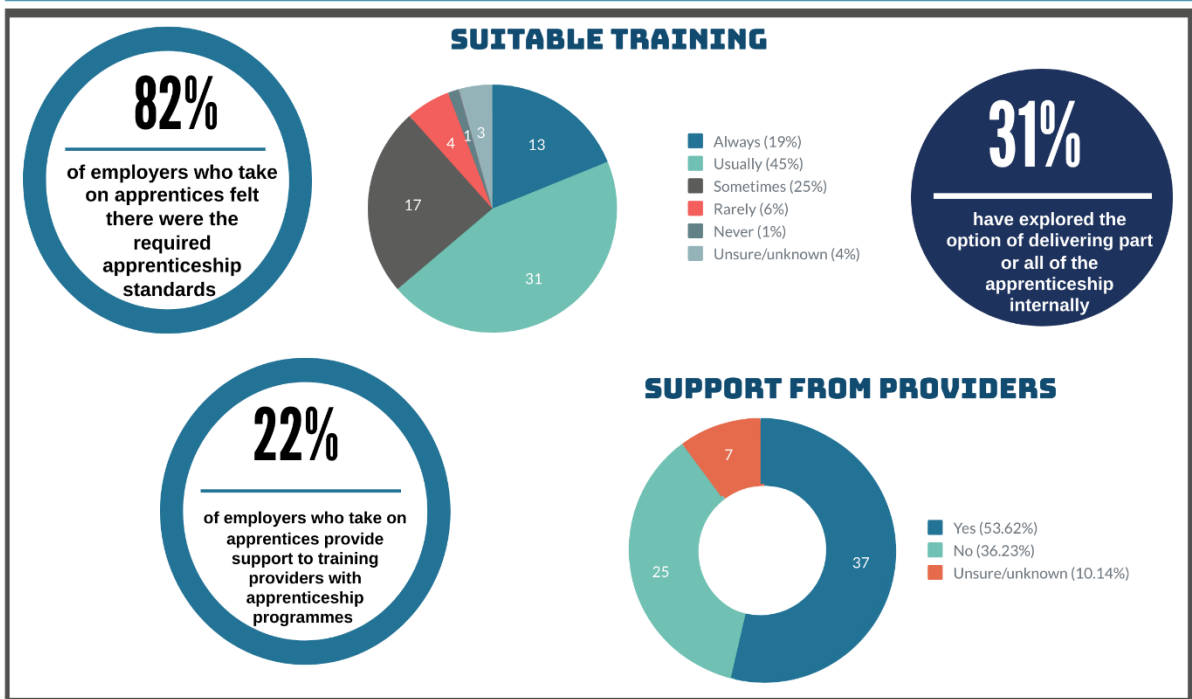


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## Delivery and Training

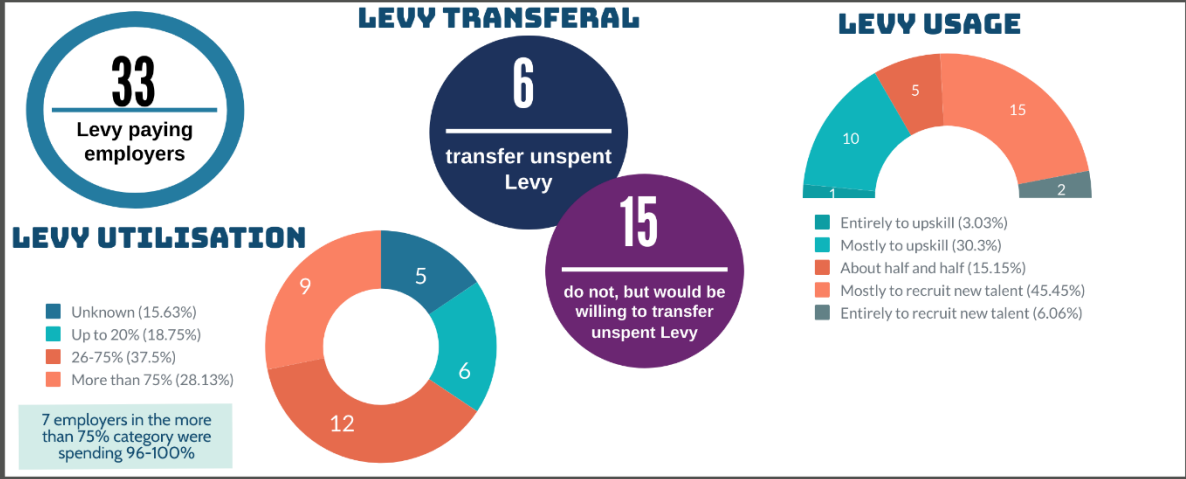


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## Apprenticeship Levy

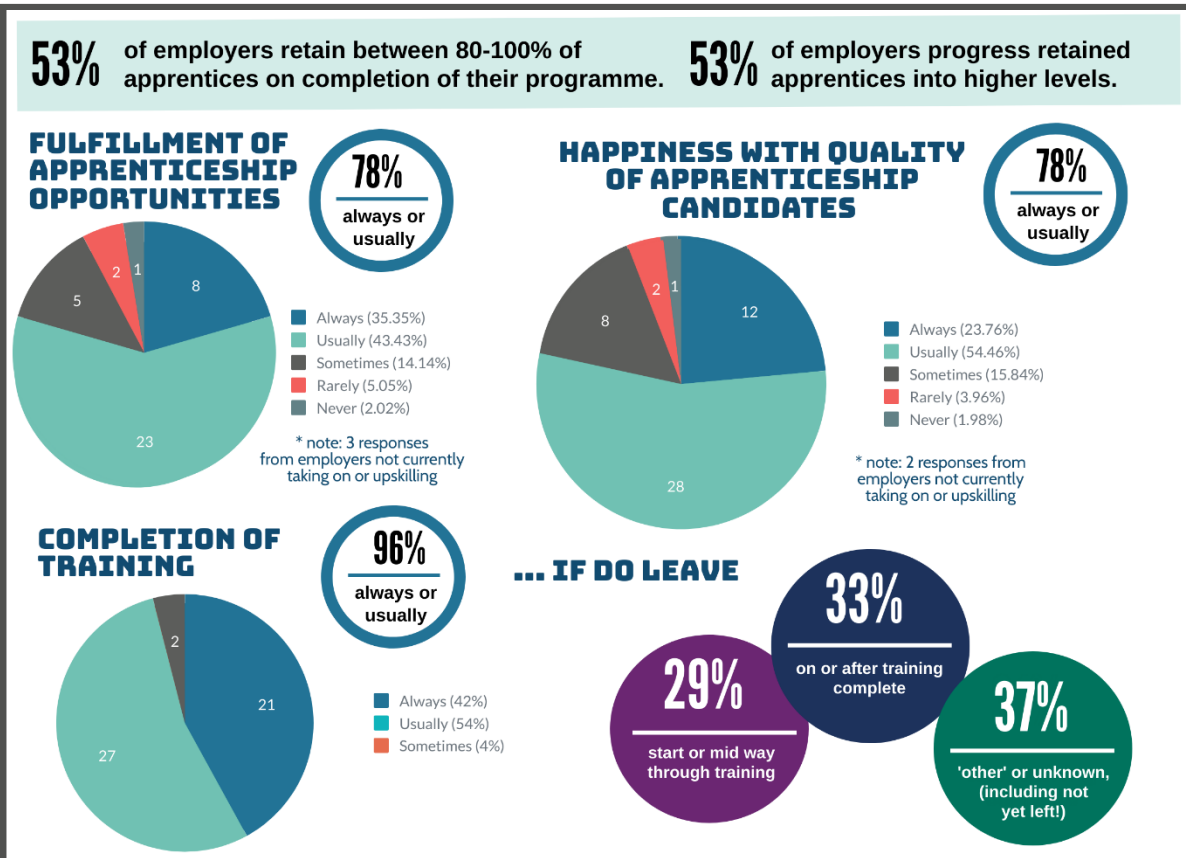


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## Recruitment and Retention



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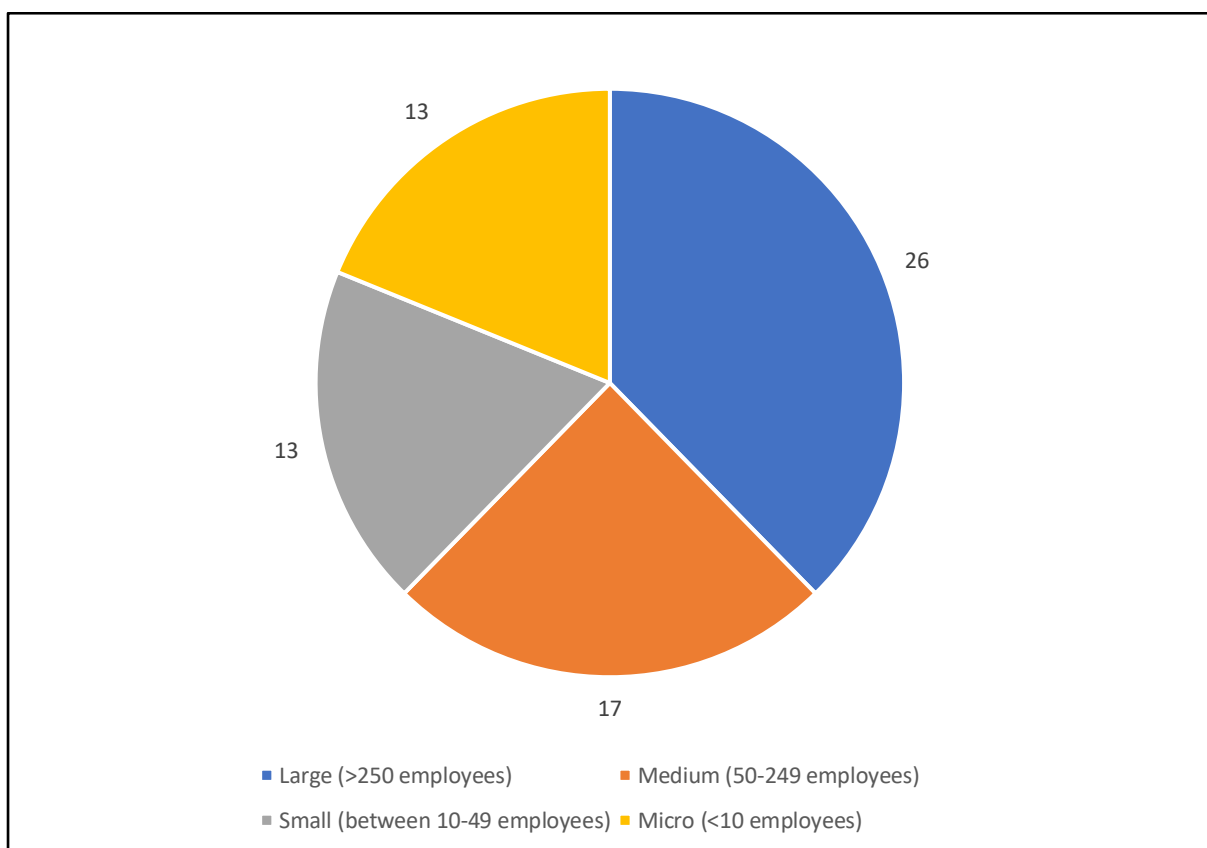
## Question 1: What is your organisation name?

68 respondents answered this question which asked for the organisation name.

## Question 2: What size is your organisation?

All 69 respondents answered this question which asked for the size of their organisation by number of employees.

**Figure 1: Size of organisation**

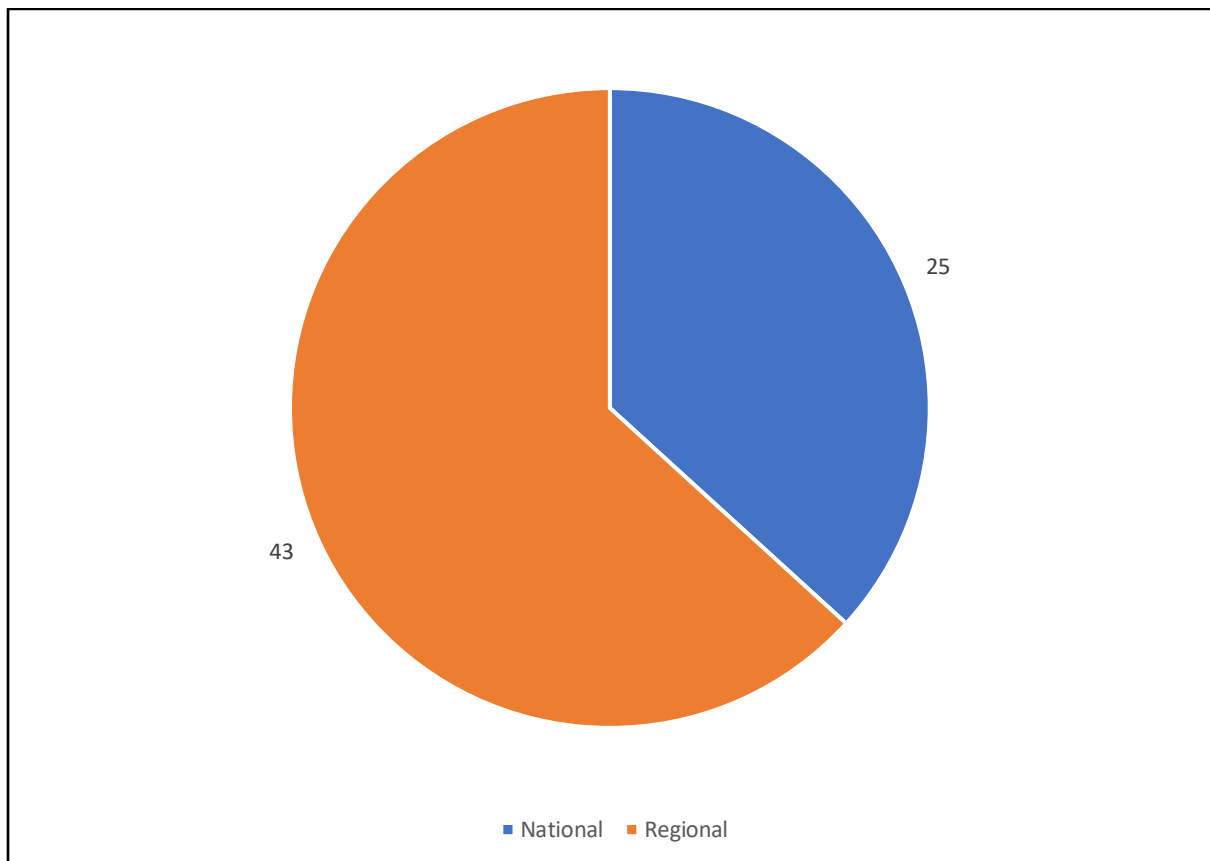


- **The plurality of respondents** indicated their organisation was ‘**Large (>250 employees)**’ (26 respondents)
- **17 respondents** indicated their organisation was ‘**Medium (50-249 employees)**’
- **13 respondents** indicated their organisation was ‘**Small (between 10-49 employees)**’
- **13 respondents** indicated their organisation was ‘**Micro (<10 employees)**’

### Question 3: Is your organisation national or regional (If national please respond as the regional office)?

68 respondents answered this question which asked whether their organisation is national or regional.

**Figure 2: National or regional organisation**



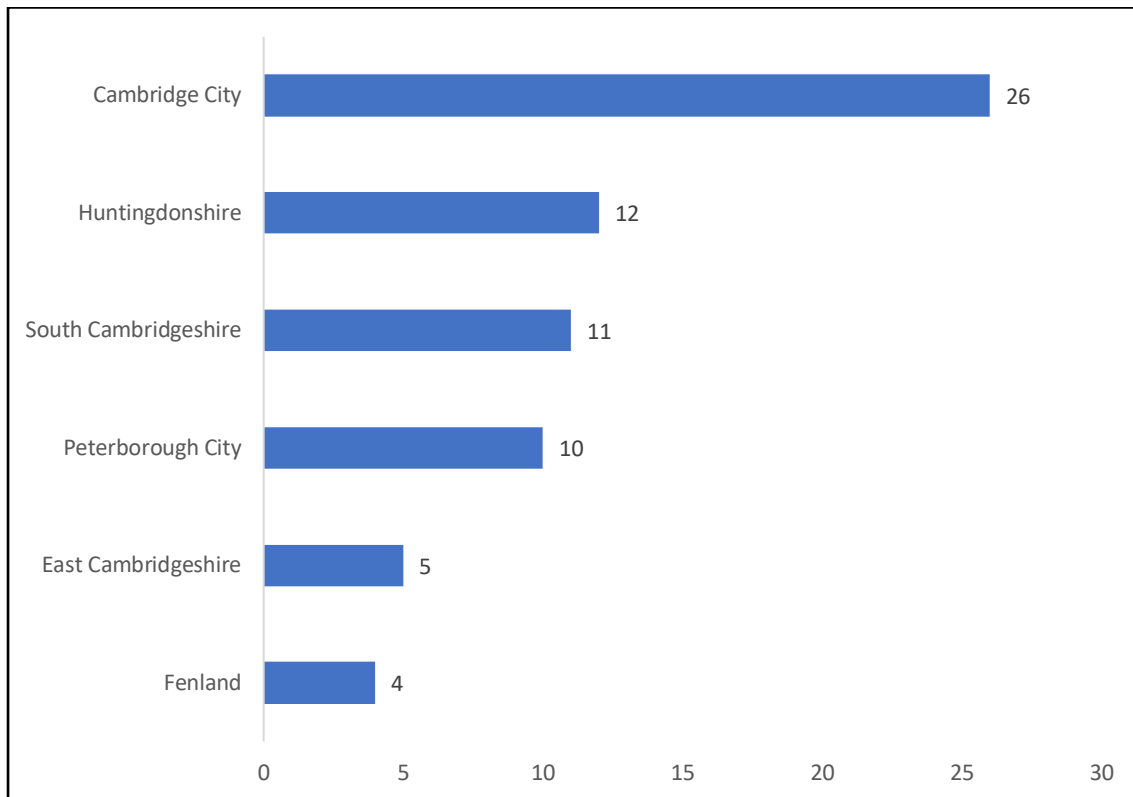
- **The majority of respondents** indicated their organisation is **'Regional'** (43 respondents)
- **25 respondents** indicated their organisation is **'National'**



## Question 4: Which Local Authority District is your organisation primarily based in?

68 respondents answered this question which asked what Local Authority District their organisation is primarily based in.

**Figure 3: Local Authority District of organisation**

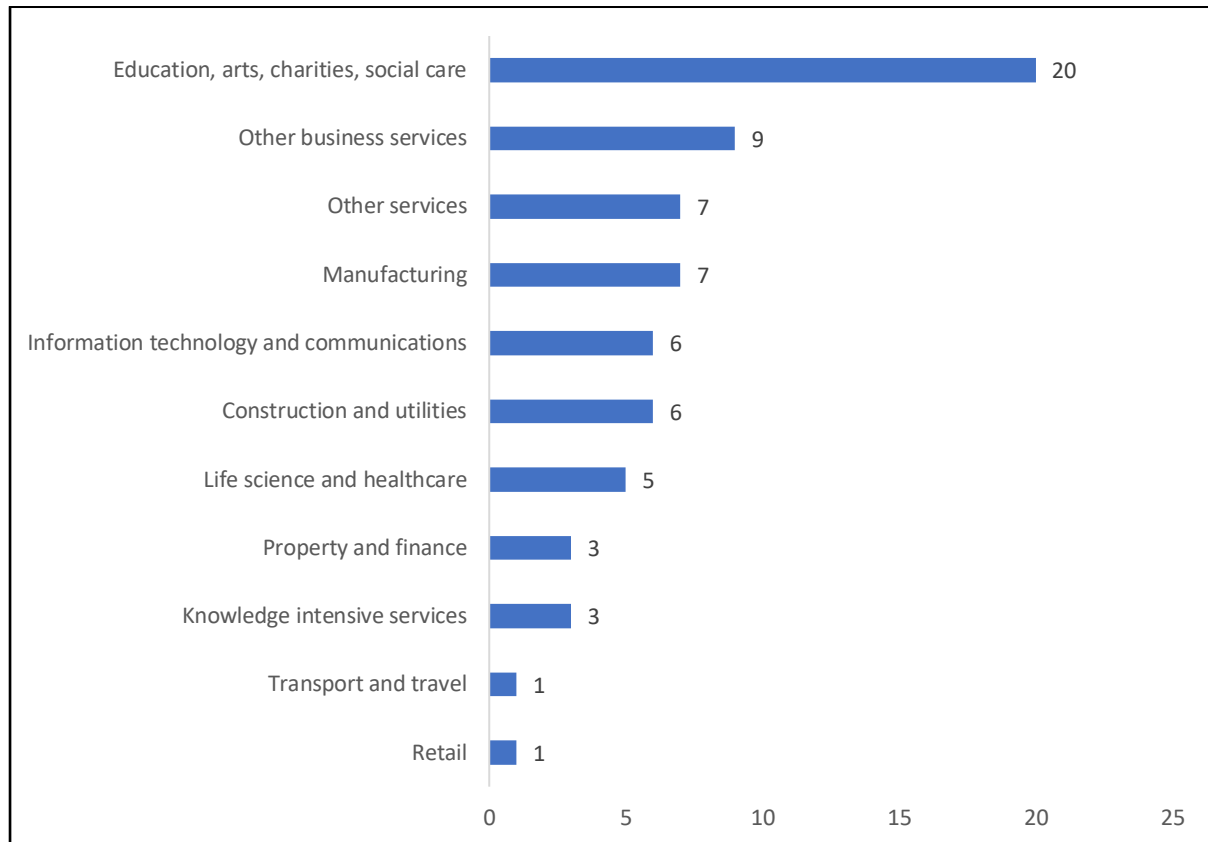


- **26 respondents** indicated their organisation is in '**Cambridge City**'
- **12 respondents** indicated their organisation is in '**Huntingdonshire**'
- **11 respondents** indicated their organisation is in '**South Cambridgeshire**'
- **10 respondents** indicated their organisation is in '**Peterborough City**'
- **5 respondents** indicated their organisation is in '**East Cambridgeshire**'
- **4 respondents** indicated their organisation is in '**Fenland**'

## Question 5: What sector is your organisation in?

68 respondents answered this question which asked what sector their organisation is in.

**Figure 4: Sector of organisation**

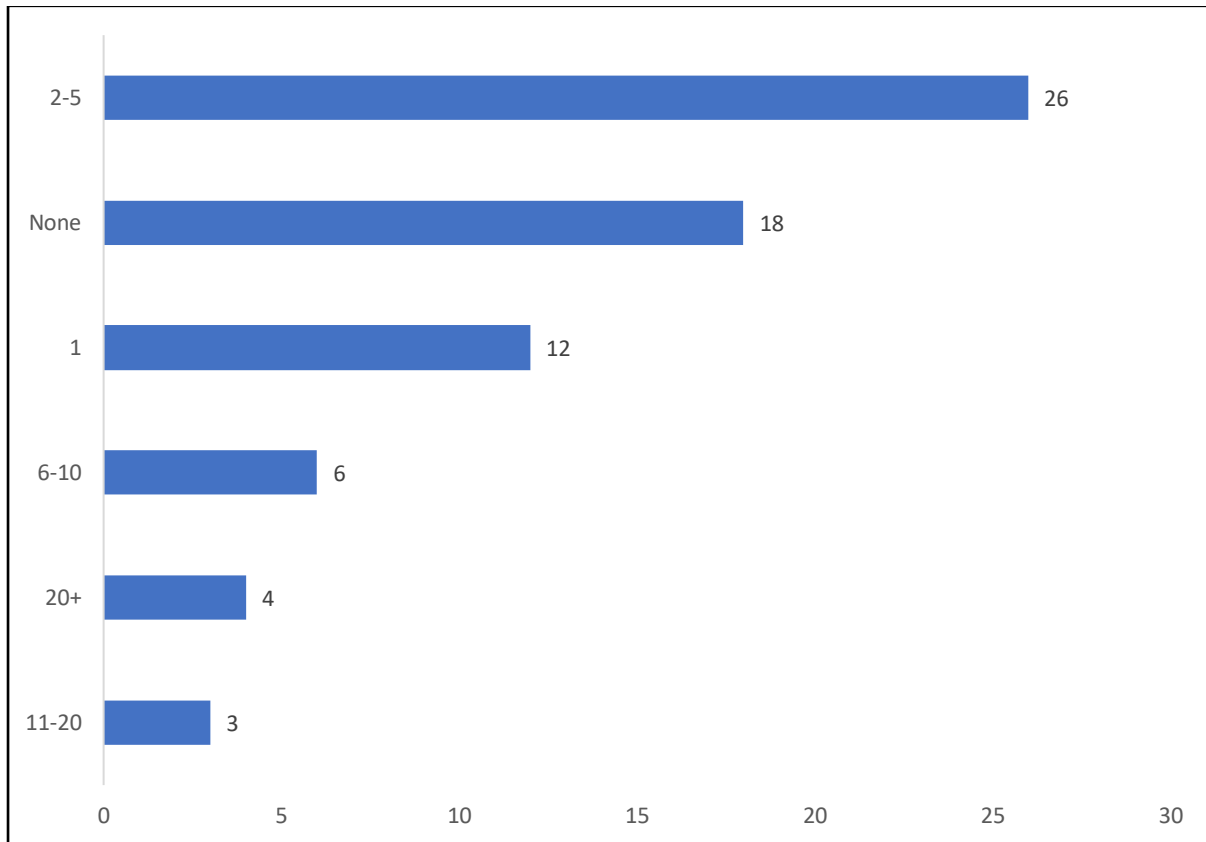


- **20 respondents** indicated their organisation is in '**Education, arts, charities and social care**'
- **9 respondents** indicated their organisation is in '**Other business services**'
- **7 respondents** indicated their organisation is in '**Other services**'
- **7 respondents** indicated their organisation in in '**Manufacturing**'
- **6 respondents** indicated their organisation is in '**Information technology and communications**'
- **6 respondents** indicated their organisation is in '**Construction and utilities**'
- **5 respondents** indicated their organisation is in '**Life science and healthcare**'
- **3 respondents** indicated their organisation in in '**Property and finance**'
- **3 respondents** indicated their organisation is in '**Knowledge intensive services**'
- **1 respondent** indicated their organisation is in '**Transport and travel**'
- **1 respondent** indicted their organisation is in '**Retail**'

## Question 6: How many apprentices do you take on annually?

All 69 respondents answered this question which asked how many apprentices their organisation takes on annually.

**Figure 5: Number of apprentices taken on annually**



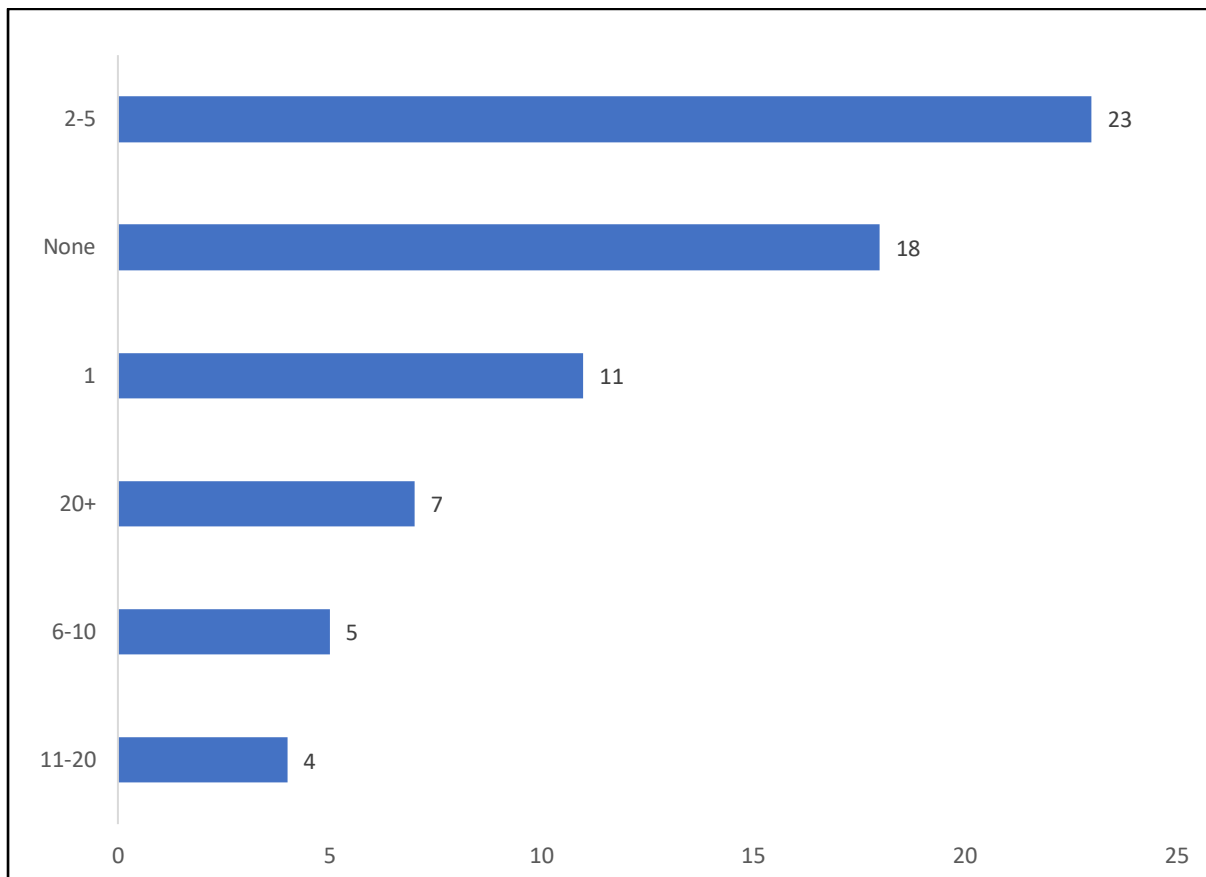
- **26 respondents** indicated they take on **'2-5'**
- **18 respondents** indicated they take on **'None'**
- **12 respondents** indicated they take on **'1'**
- **6 respondents** indicated they take on **'6-10'**
- **4 respondents** indicated they take on **'20+'**
- **3 respondents** indicated they take on **'11-20'**

**3 of the 4 respondents** who indicated that they take on **'20+'** apprentices annually were responding on behalf of organisations who are primarily based in the local authority district of Cambridge City.

## Question 7: How many people do you upskill annually using apprenticeships?

68 respondents answered this question which asked how many people their organisation upskills annually using apprenticeships.

**Figure 6: People upskilled annually using apprenticeships**



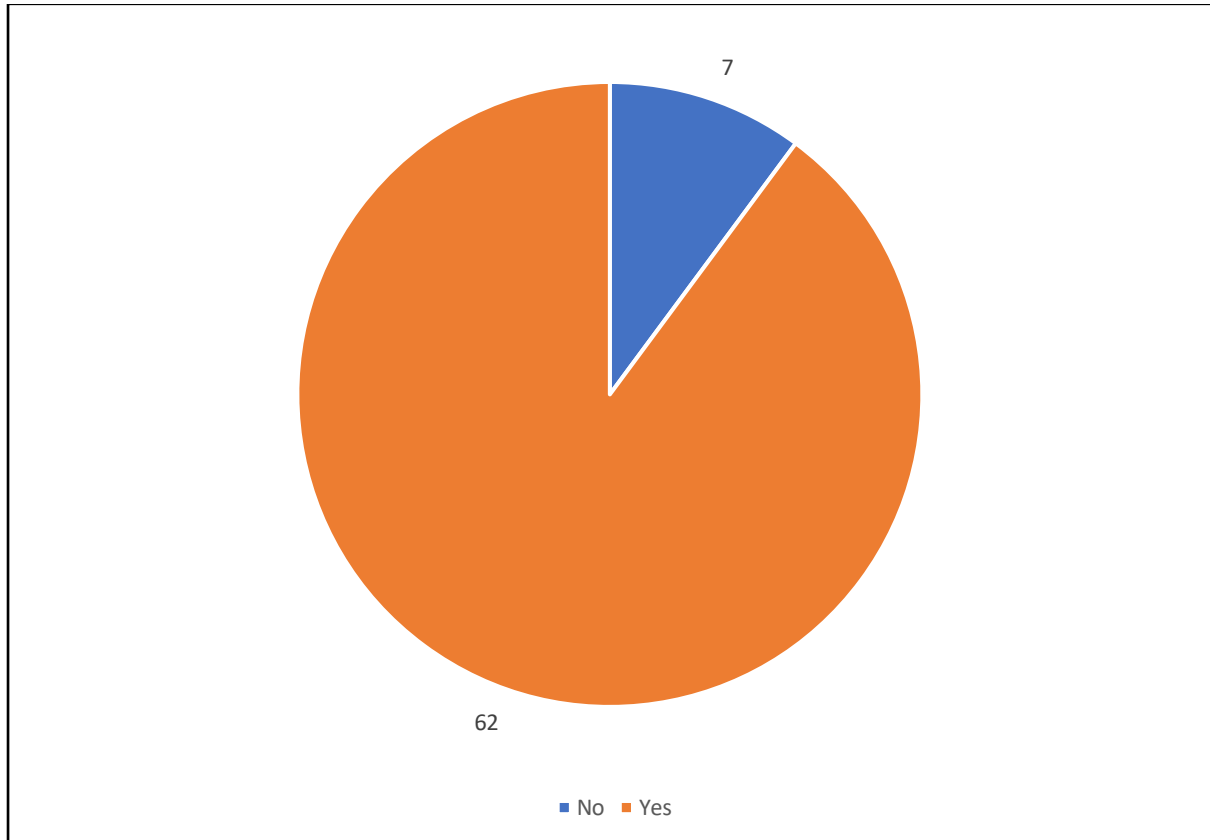
- **23 respondents** indicated they upskill **'2-5'**
- **18 respondents** indicated they upskill **'None'**
- **11 respondents** indicated they upskill **'1'**
- **7 respondents** indicated they upskill **'20+'**
- **5 respondents** indicated they upskill **'6-10'**
- **4 respondents** indicated they upskill **'11-20'**

**5 of 7 respondents** who indicated that they upskill **'20+'** apprentices annually were responding on behalf of organisations who are primarily based in the local authority district of Cambridge City.

## Question 8: Do you have suitable roles for apprentices?

All 69 respondents answered this question which asked whether they have suitable roles for apprentices.

**Figure 7: Suitable roles for apprentices**

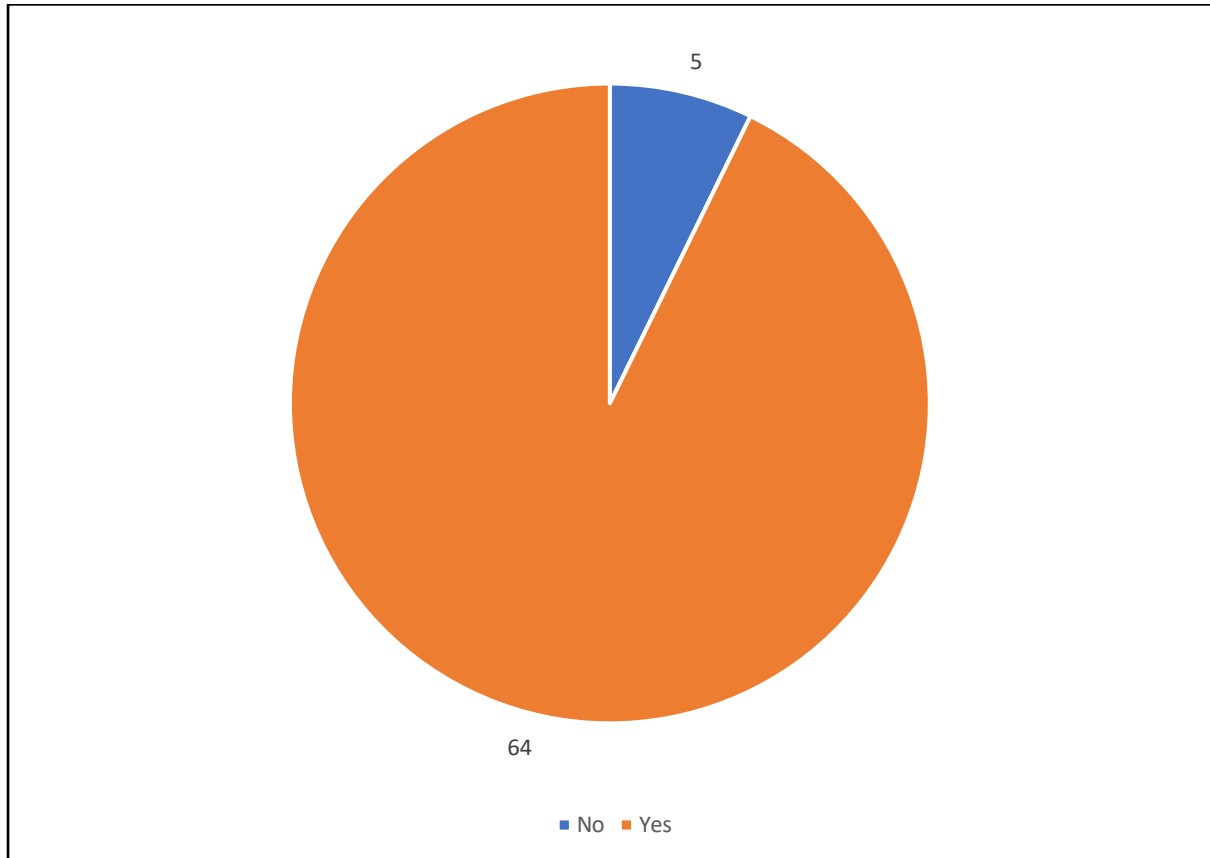


- **The majority of respondents** indicated they do have suitable roles for apprentices (**62 respondents**)
- **7 respondents** indicated they do not have suitable roles for apprentices

## Question 9: Would you consider taking degree apprentices?

All 69 respondents answered this question which asked whether they would consider taking degree apprentices.

**Figure 8: Considering taking degree apprentices**



- **The majority of respondents** indicated they would consider taking degree apprentices (**64 respondents**)
- **5 respondents** indicated they would not consider taking degree apprentices.

## Question 9.1: Please explain your answer – **Not Reanalysed**

35 respondents left comments for this question which asked them to explain their answer to question 9.

**The main themes for the 30 respondents who said yes to question 9 and left comments for this question are summarised below:**

Comment theme	Respondent comments
<b>Recruit degree apprentices</b>	<ul style="list-style-type: none"><li>• Respondents who discussed this theme indicated that they already recruit degree apprentices in some form. Some respondents only recruit degree apprentices whilst others recruit degree apprentices amongst others.</li></ul>
<b>More information</b>	<ul style="list-style-type: none"><li>• Respondents who discussed this theme indicated they would need to know more about degree apprentices.</li></ul>

**Comments for the 5 respondents who said no to question 9 and left comments for this question are summarised below:**

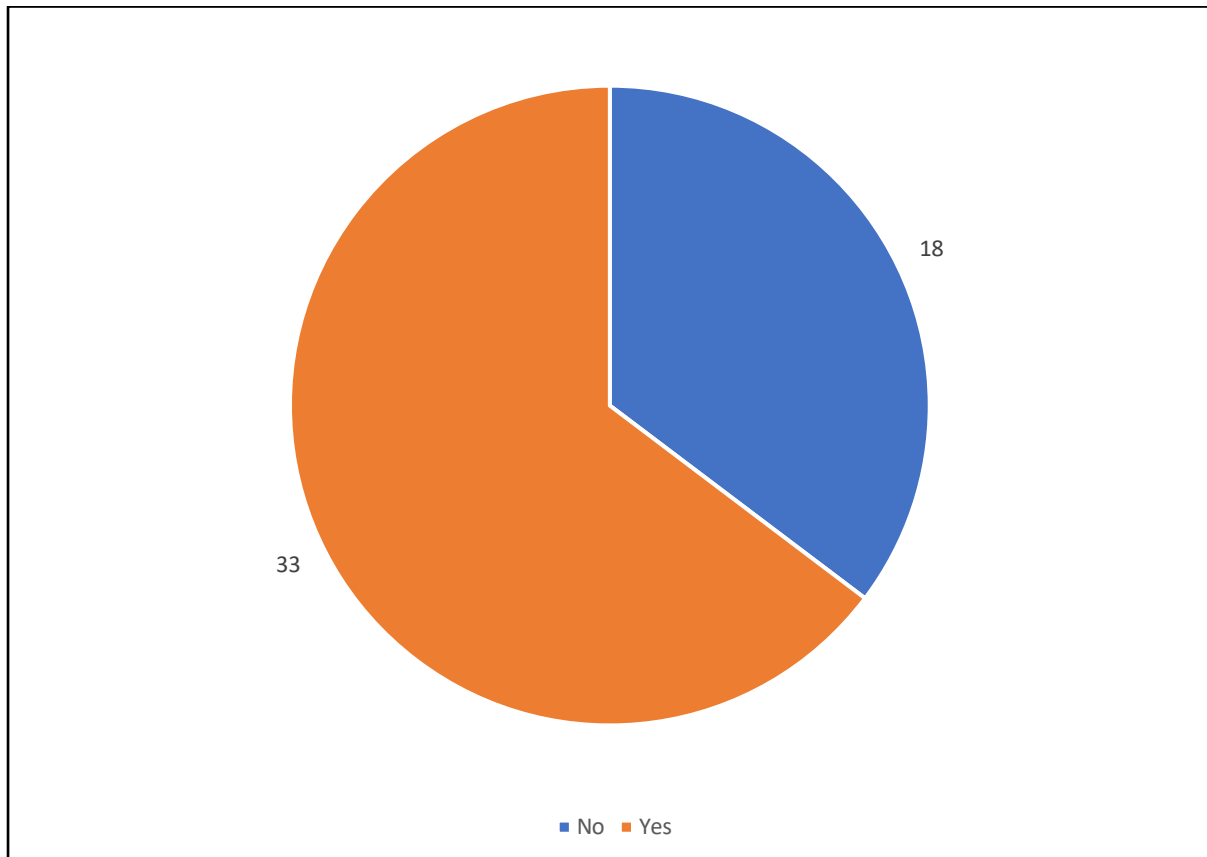
- 1 respondent commented how they are not a large enough organisation to sustain taking degree apprentices.
- 1 respondent commented how they do not directly recruit apprentices, instead putting apprentices on Level 3 and 4 courses first to avoid large commitments if there are any challenges adapting to work. They went on to say that most apprentices level up to degree apprenticeships on completion.
- 1 respondent commented that they may take on degree apprentices in a few years.
- 1 respondent commented that they take on apprentices looking to start studying a subject rather than someone with pre-existing knowledge. They went on to say that in the past they have upskilled current staff or taken new apprentices.

## Question 10: Are you a levy paying employer?

This question was filtered to include only respondents who indicated they take on apprentices (so does not include those who answered 'none' for question 6). This excluded 18 respondents.

51 respondents answered this question which asked if they are a levy paying employer.

**Figure 9: Levy paying employer**



- **The majority of respondents** indicated they are a levy paying employer (**33 respondents**)
- **18 respondents** indicated they are not a levy paying employer
- **23 of the 33 respondents** who indicated they are a levy paying employer were from large (>250 employees) organisations

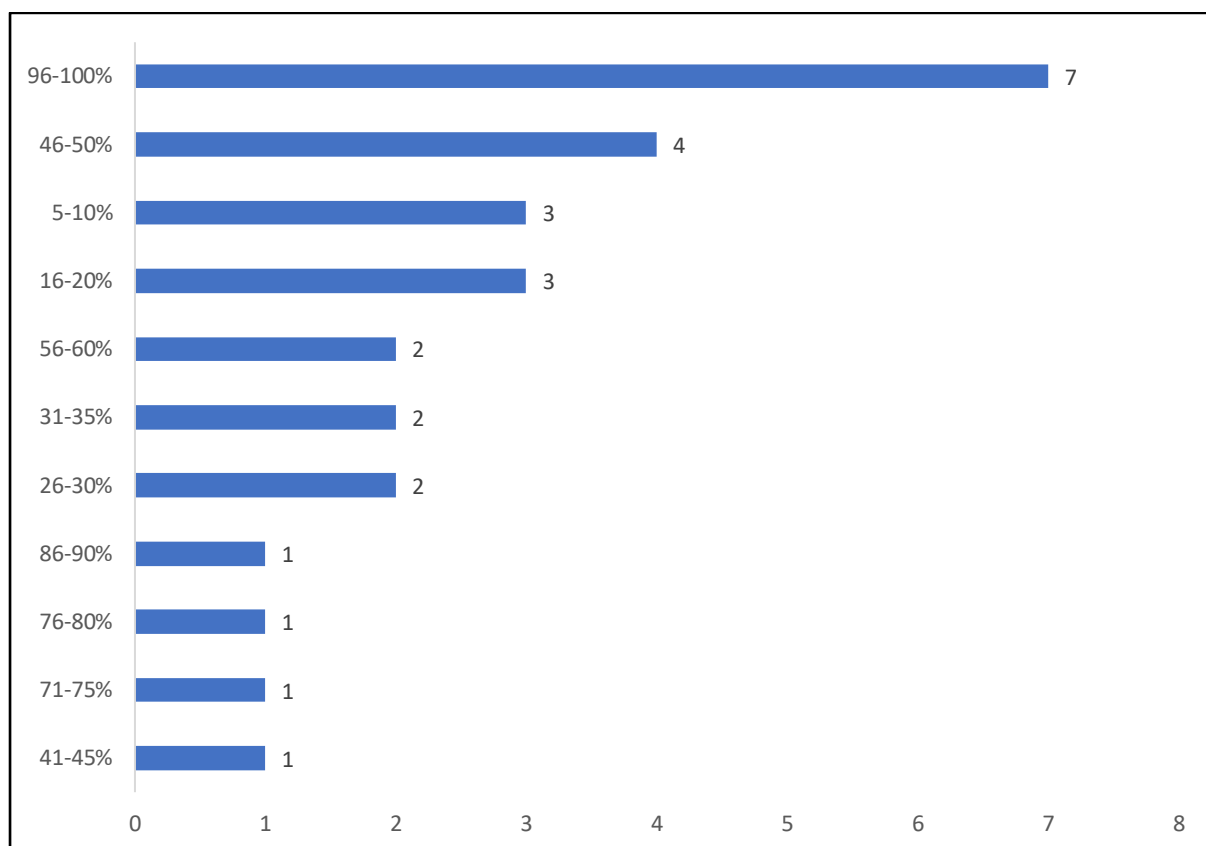


## Question 11: What percentage of your levy are you currently utilising within your own organisation?

This question was filtered to only include respondents who indicated they take on apprentices (so does not include those who answered '**none**' for question 6) and who indicated they were a levy paying employer (those answering '**yes**' for question 10). This did not exclude any respondents.

27 respondents answered this question which asked what percentage of their levy they are currently utilising within their own organisation.

**Figure 10: Percentage of levy currently utilised within organisation**



- **7 respondents** indicated they utilise '**96-100%**'
- **4 respondents** indicated they utilise '**46-50%**'
- **3 respondents** indicated they utilise '**5-10%**'
- **3 respondents** indicated they utilise '**16-20%**'
- **2 respondents** indicated they utilise '**56-60%**'
- **2 respondents** indicated they utilise '**31-35%**'
- **2 respondents** indicated they utilise '**26-30%**'
- **1 respondent** indicated they utilise '**86-90%**'

- **1 respondent** indicated they utilise **'76-80%'**
- **1 respondent** indicated they utilise **'71-75%'**
- **1 respondent** indicated they utilise **'41-45%'**

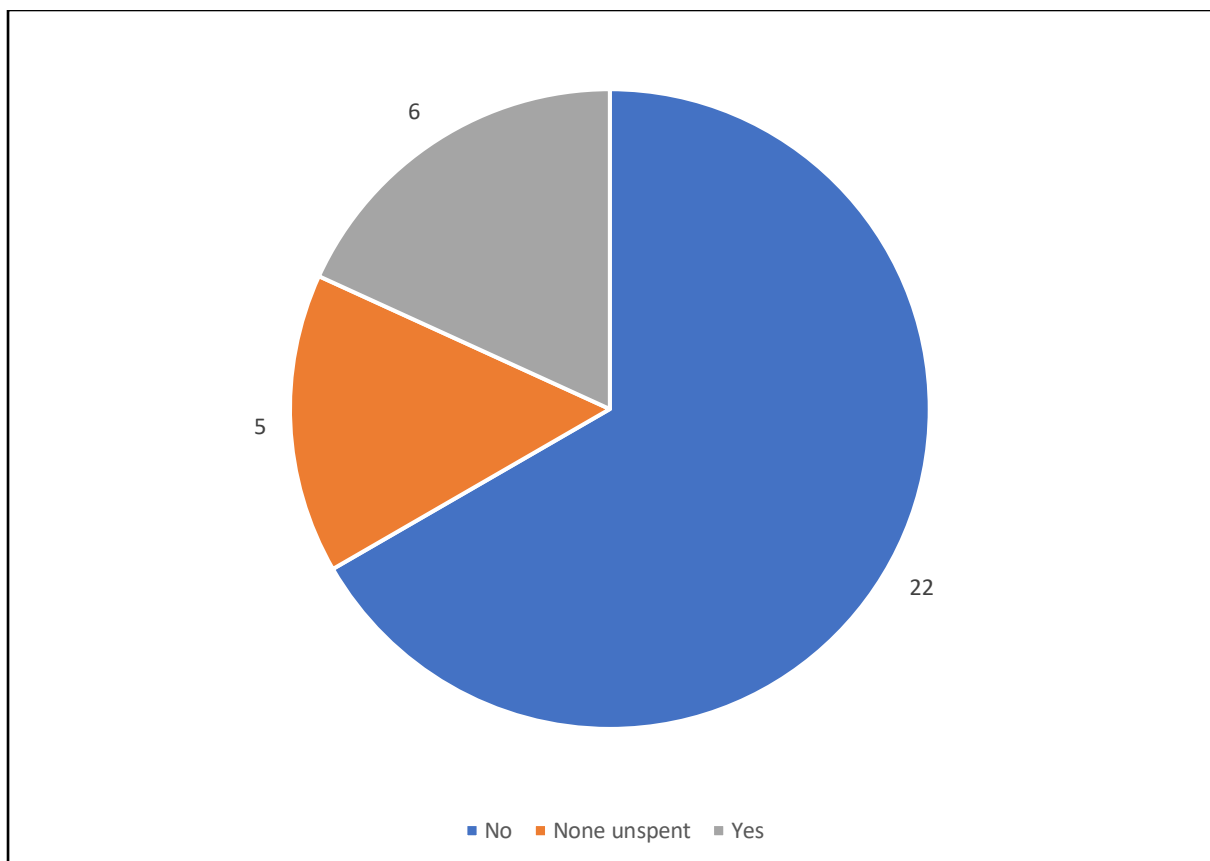
**4 of 7 respondents** who indicated that they utilise **'96-100%'** of their levy within their own organisation are from medium (50-249 employees) organisations.

## Question 12: Do you transfer any of your unspent your levy?

This question was filtered to only include respondents who indicated they take on apprentices (so does not include those who answered **'none'** for question 6) and who indicated they were a levy paying employer (those answering **'yes'** for question 10). This excluded 7 respondents.

33 respondents answered this question which asked whether they transfer any of their unspent levy.

**Figure 11: Transfer any unspent levy**



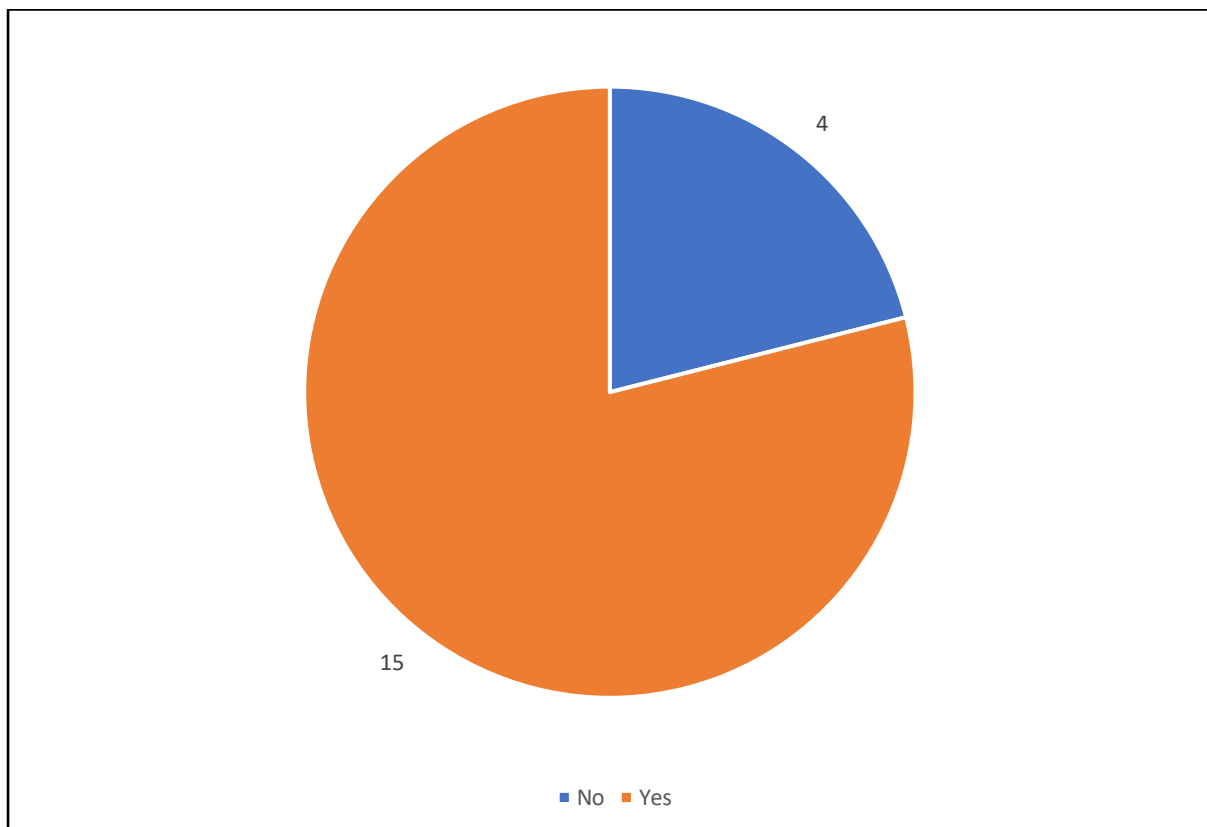
- **The majority of respondents** indicated they do not transfer any unspent levy (**22 respondents**)
- **6 respondents** indicated that they do transfer any unspent levy
- **5 respondents** indicated they none of their levy is unspent

### Question 13: If no, would you be willing to transfer unspent levy?

This question was filtered to only include respondents who indicated they take on apprentices (so does not include those who answered '**none**' for question 6), those respondents who indicated they were a levy paying employer (those answering '**yes**' for question 10) and those answering who indicated they do not transfer any unspent levy (those answering '**no**' to question 12). This did not exclude any respondents.

19 respondents answered this question which asked whether they would transfer any of their unspent levy if they not do so already.

**Figure 12: Transferring unspent levy if not already**

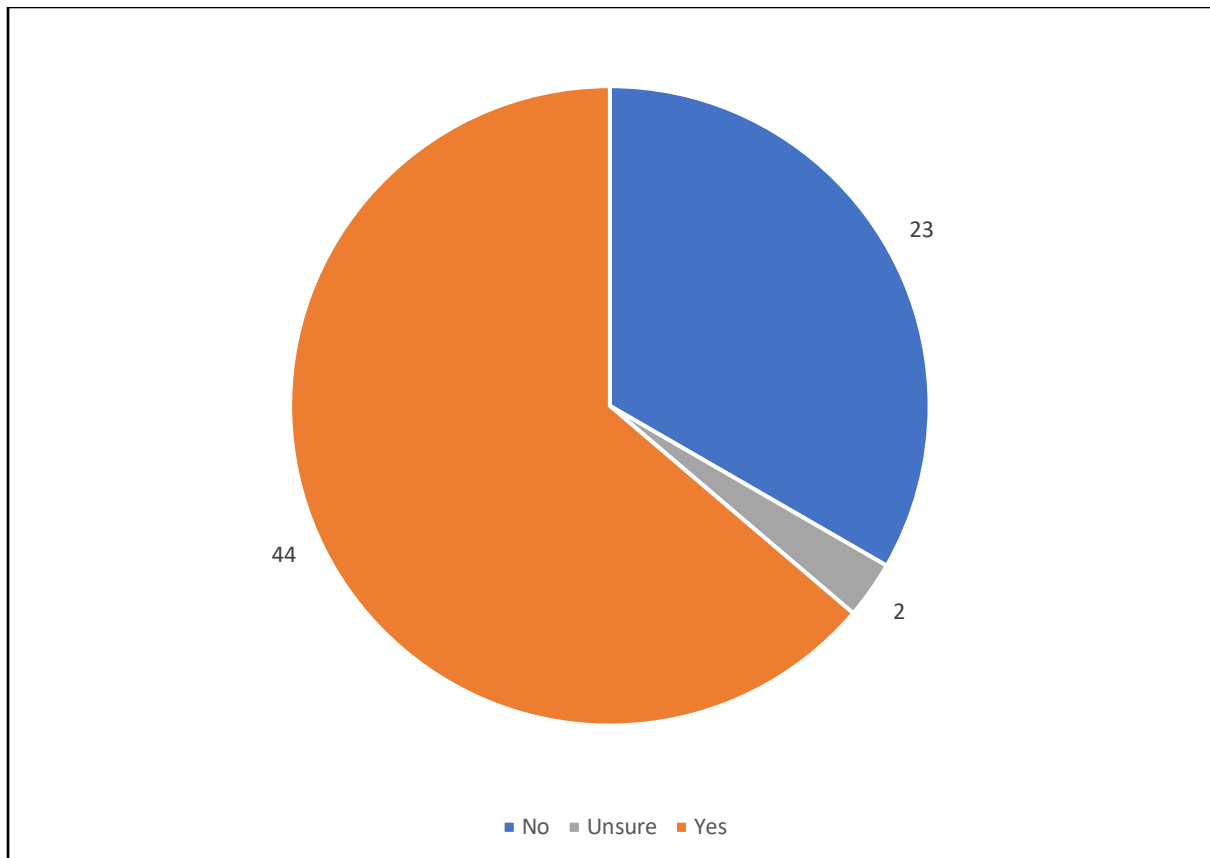


- **The majority of respondents** indicated they would transfer any unspent levy (**15 respondents**)
- **4 respondents** indicated that they would not transfer any unspent levy

## Question 14: Does your business engage with educational establishments to start identifying your talent pipeline?

All 69 respondents answered this question which asked whether their business engages with educational establishments to start identifying their talent pipeline.

**Figure 13: Business engaging with educational establishments to start identifying talent pipeline**



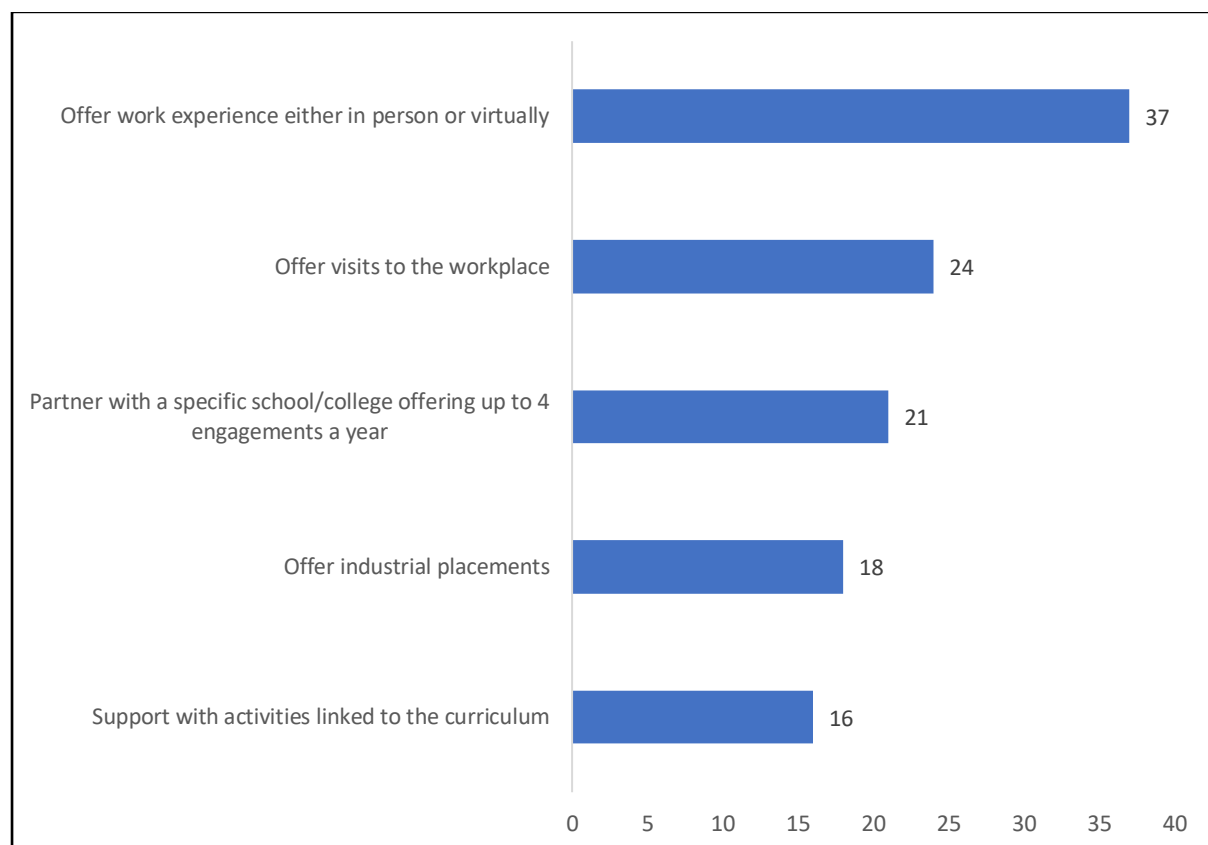
- **The majority of respondents** indicated their business engages with educational establishments to start identifying their talent pipeline (**44 respondents**)
- **23 respondents** indicated their business does not engage with educational establishments to start identifying their talent pipeline
- **2 respondents** indicated their business is unsure whether they engage with educational establishments to start identifying their talent pipeline.

## Question 15: If yes, which of the following do you do? [select all that apply]

This question was filtered to include only respondents who indicated their business would engage with educational establishments to start identifying their talent pipeline (those answering 'yes' to question 14). This excluded 23 respondents.

Respondents could select more than one option to reflect that businesses may follow multiple initiatives. The chart below shows the number of respondents who indicated they follow these initiatives.

**Figure 14: Initiatives to engage with educational establishments**



- **37 respondents** indicated they 'Offer work experience either in person or virtually'
- **24 respondents** indicated they 'Offer visits to the workplace'
- **21 respondents** indicated they 'Partner with a specific school/college offering up to 4 engagements a year'
- **18 respondents** indicated they 'Offer industrial placements'
- **16 respondents** indicated they 'Support with activities linked to the curriculum'

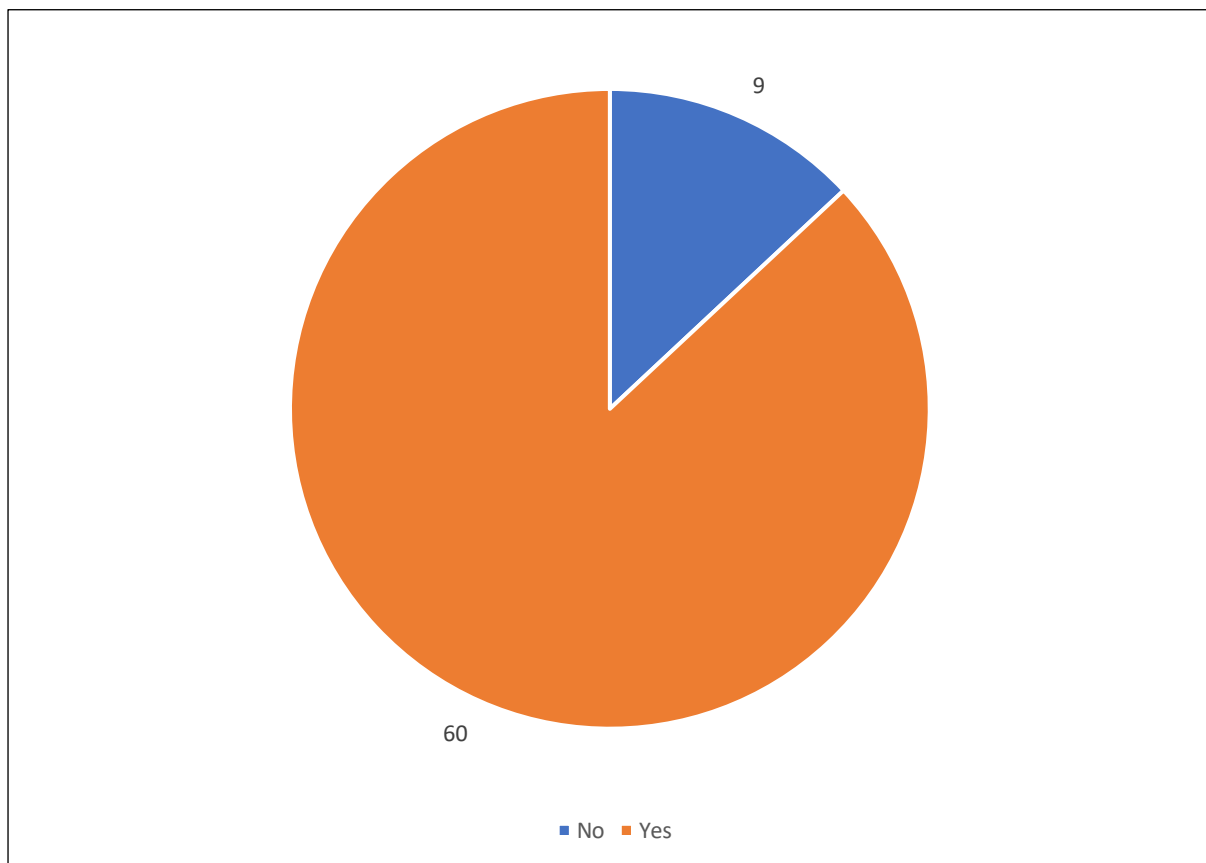
**8 respondents** specified other initiatives they do to engage with educational establishments.

- **1 respondent** mentioned partnering with Cambridge United Community Trust
- **1 respondent** mentioned attending events at local schools
- **1 respondent** mentioned networking
- **1 respondent** mentioned teacher training students
- **1 respondent** mentioned having 380 volunteers who go on to be apprentices and work with other charities as well as the business working with the supported employment team
- **1 respondent** mentioned running two graduate internships over the past three years
- **1 respondent** mentioned producing and delivering a Creative Briefs programme for 11 to 15 year olds
- **1 respondent** mentioned running workshops for kids and visiting schools

### Question 16: Would you know where to get advice regarding apprenticeships?

All 69 respondents answered this question which asked whether they would know where to get advice regarding apprenticeships.

**Figure 15: Knowing where to get advice regarding apprenticeships**



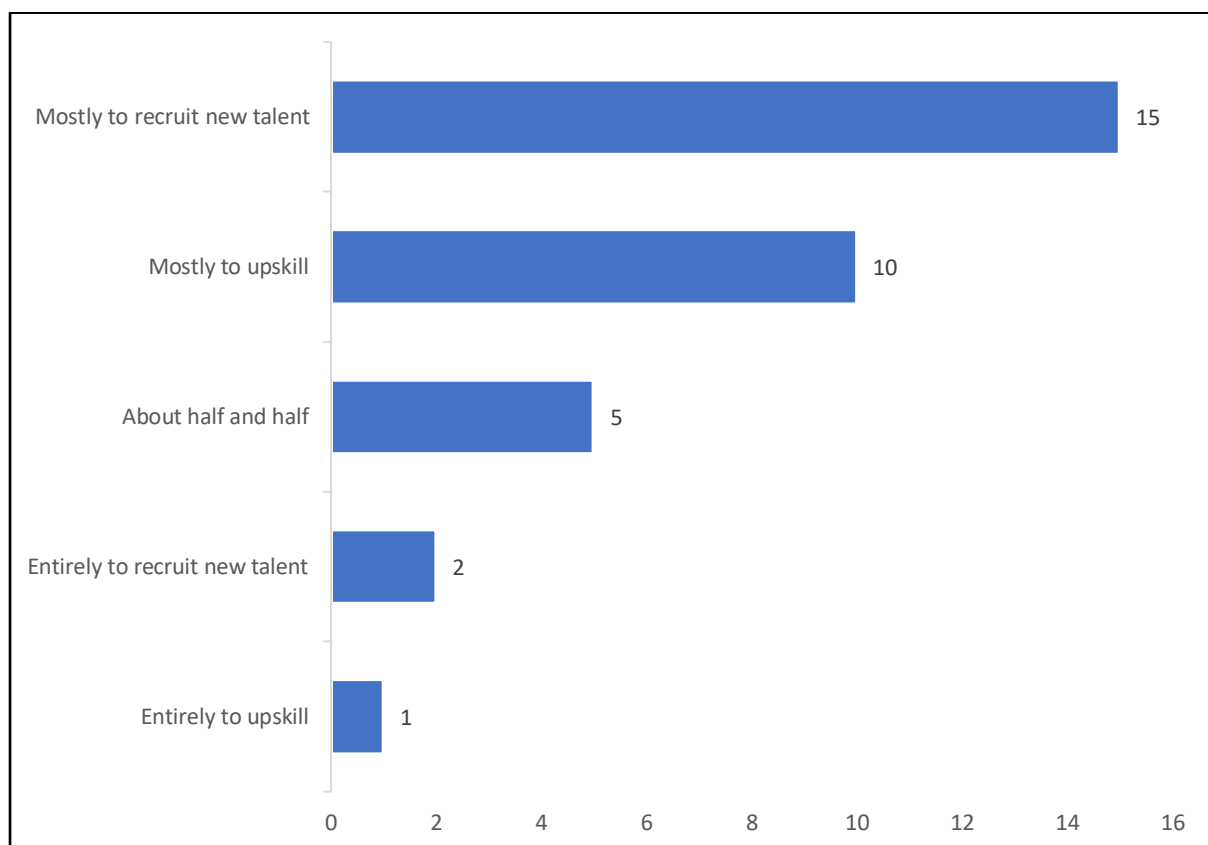
- **The majority of respondents** indicated they would know where to go to get advice regarding apprenticeships (**60 respondents**)
- **9 respondents** indicated they would not know where to go to get advice regarding apprenticeships

### Question 17: Do you use your apprenticeship levy mostly to upskill existing staff or to recruit new talent?

This question was filtered to include only respondents who indicated they take on apprentices (so does not include those that answered '**none**' for question 6) and those who indicated they were a levy paying employer (those answering '**yes**' for question 10). This excluded 1 respondent.

33 respondents answered this question which asked whether they use their apprenticeship levy to mostly upskill existing staff or to recruit new talent.

**Figure 16: Using apprenticeship levy mostly to upskill or recruit new talent**



- **15 respondents** indicated they use the apprenticeship levy '**Mostly to recruit new talent**'
- **10 respondents** indicated they use the apprenticeship levy '**Mostly to upskill**'
- **5 respondents** indicated they use the apprenticeship levy for '**About half and half**'

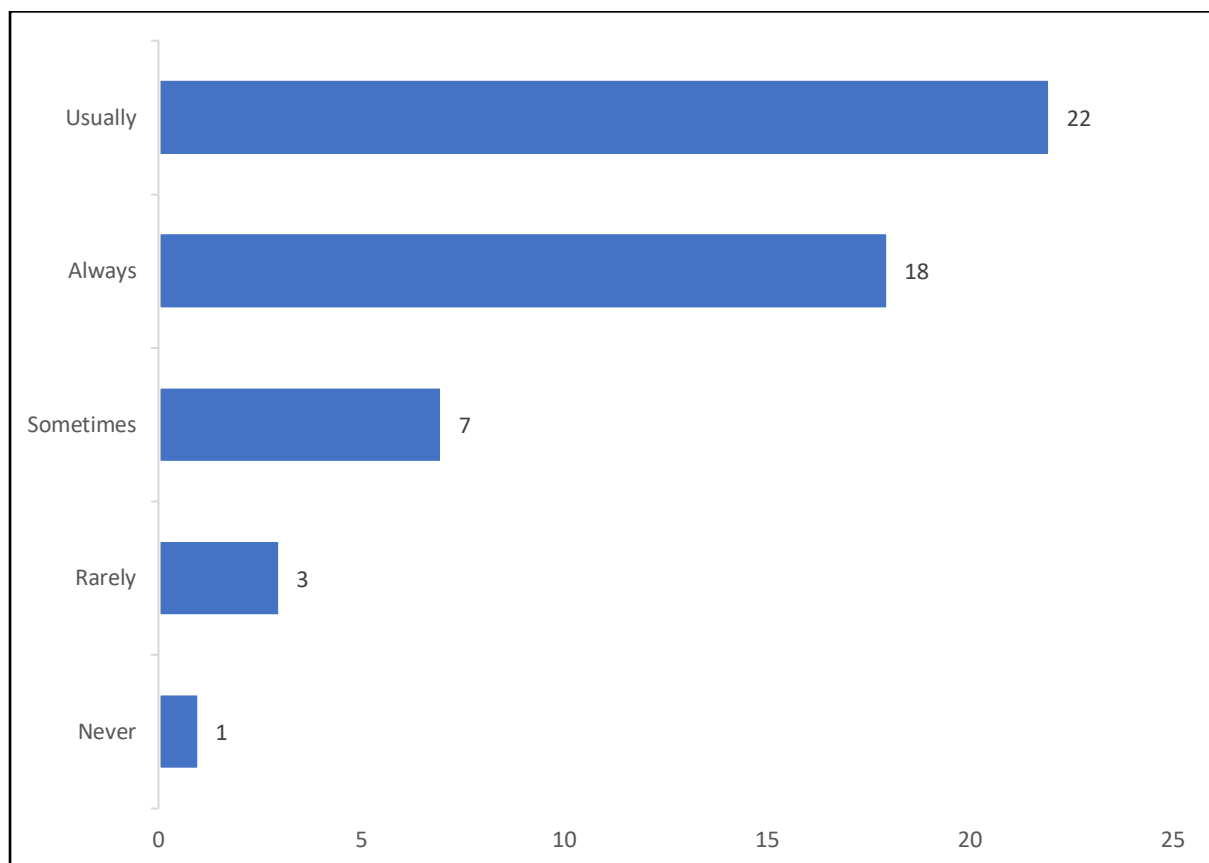
- **2 respondents** indicated they use the apprenticeship levy to **‘Entirely to recruit new talent’**
- **1 respondent** indicated they use the apprenticeship levy to **‘Entirely to upskill’**

### Question 18: Are you generally able to fill all the apprenticeship opportunities you offer?

This question was filtered to include only those respondents who indicated they take on apprentices (so does not include those who answered **‘none’** for question 6). This excluded 5 respondents.

51 respondents answered this question which asked if they are generally able to fill all the apprenticeship opportunities they offer.

**Figure 17: Filling all apprenticeship opportunities offered**



- **22 respondents** indicated they **‘Usually’** fill all apprenticeship opportunities offered
- **18 respondents** indicated they **‘Always’** fill all apprenticeship opportunities offered
- **7 respondents** indicated they **‘Sometimes’** fill all apprenticeship opportunities offered
- **3 respondents** indicated they **‘Rarely’** fill all apprenticeship opportunities offered
- **1 respondent** indicated they **‘Never’** fill all apprenticeship opportunities offered

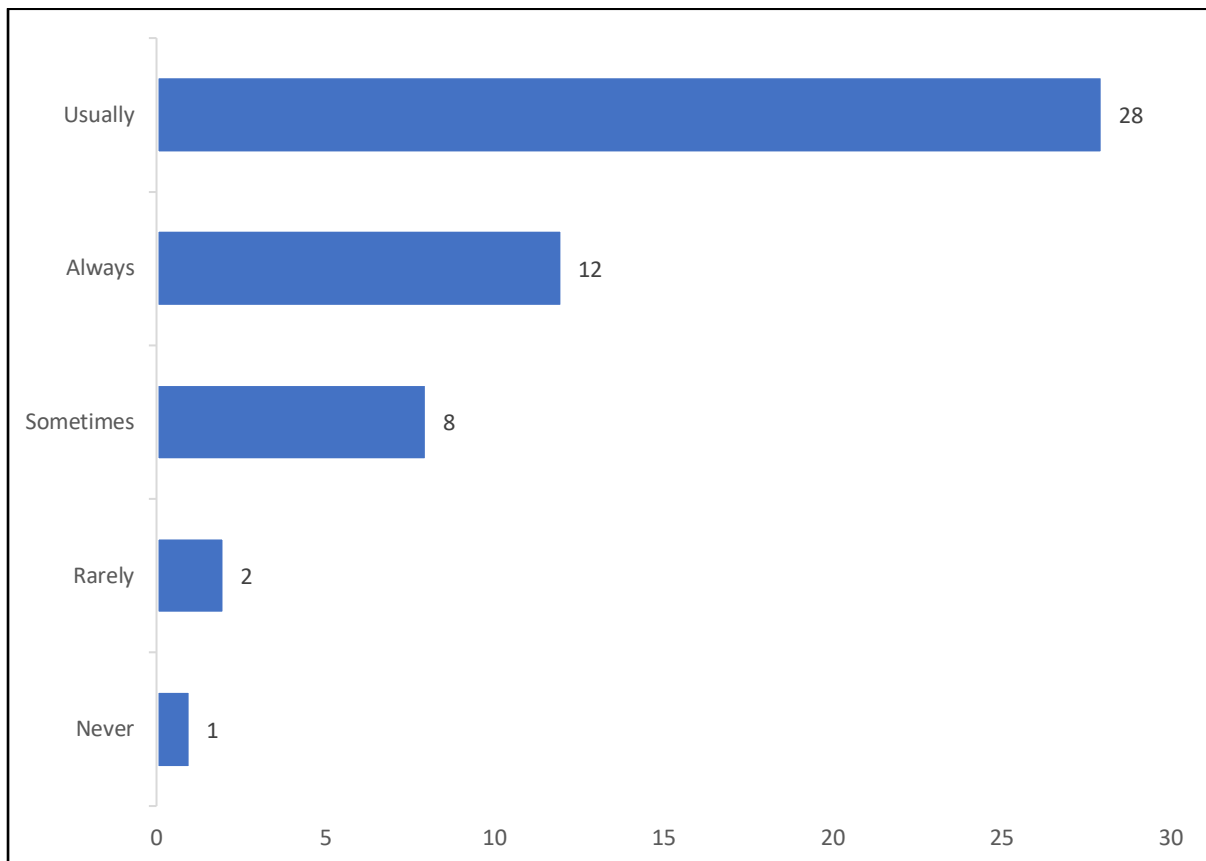


## Question 19: Are you happy with the calibre and quality of candidate you get?

This question was filtered to include only those respondents who indicated they take on apprentices (so does not include those that answered 'none' for question 6). This excluded 4 respondents.

51 respondents answered this question which asked if they are happy with the calibre and quality of candidate.

**Figure 18: Happy with calibre and quality of candidate**



- **28 respondents** indicated they are '**Usually**' happy with the calibre and quality of candidate
- **12 respondents** indicated they are '**Always**' happy with the calibre and quality of candidate
- **8 respondents** indicated they are '**Sometimes**' happy with the calibre and quality of candidate
- **2 respondents** indicated they are '**Rarely**' happy with the calibre and quality of candidate
- **1 respondent** indicated they are '**Never**' happy with the calibre and quality of candidate

## Question 19.1: Please comment further - Not Reanalysed

This question was filtered to include only those respondents who indicated they take on apprentices (so does not include those that answered '**none**' for question 6).

10 respondents left comments for this question which asked them to provide further foment on their answer to question 19.

**The main themes for the 10 respondents who left comments for this question are summarised below:**

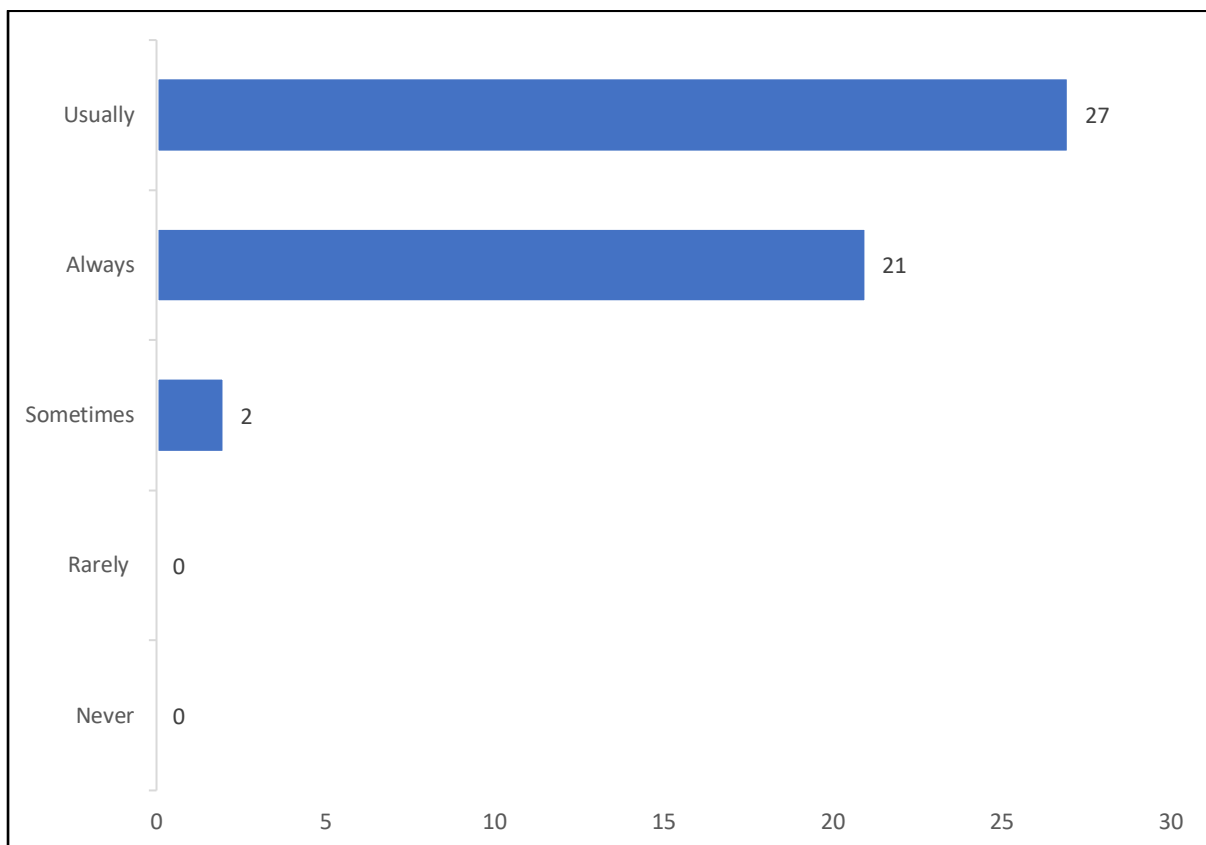
Comment theme	Respondent comments
<b>Quality of apprentices</b>	<ul style="list-style-type: none"><li>• Respondents who discussed this theme indicated not being happy with recruited apprentices. One respondent mentioned a bad experience with one apprentice and another respondent commented that they are often disappointed with work ethic. One respondent commented that the quality of applicants is generally poor.</li></ul>
<b>Diversity of apprentices</b>	<ul style="list-style-type: none"><li>• Respondents who discussed this theme mentioned challenges in attracting a diverse range of apprentices. One respondent commented that due to low salary, the apprenticeship offer is inaccessible to those from low socio-economic backgrounds. Another respondent mentioned fewer female applicants and another respondent mentioned challenges in attracting young workers due to poor transport links.</li></ul>

## Question 20: How often do apprentices complete their training with you?

This question was filtered to include only those respondents who indicated they take on apprentices (so does not include those that answered '**none**' for question 6). This excluded 3 respondents.

50 respondents answered this question which asked how often apprentices complete their training.

**Figure 19: Apprentices completing training**



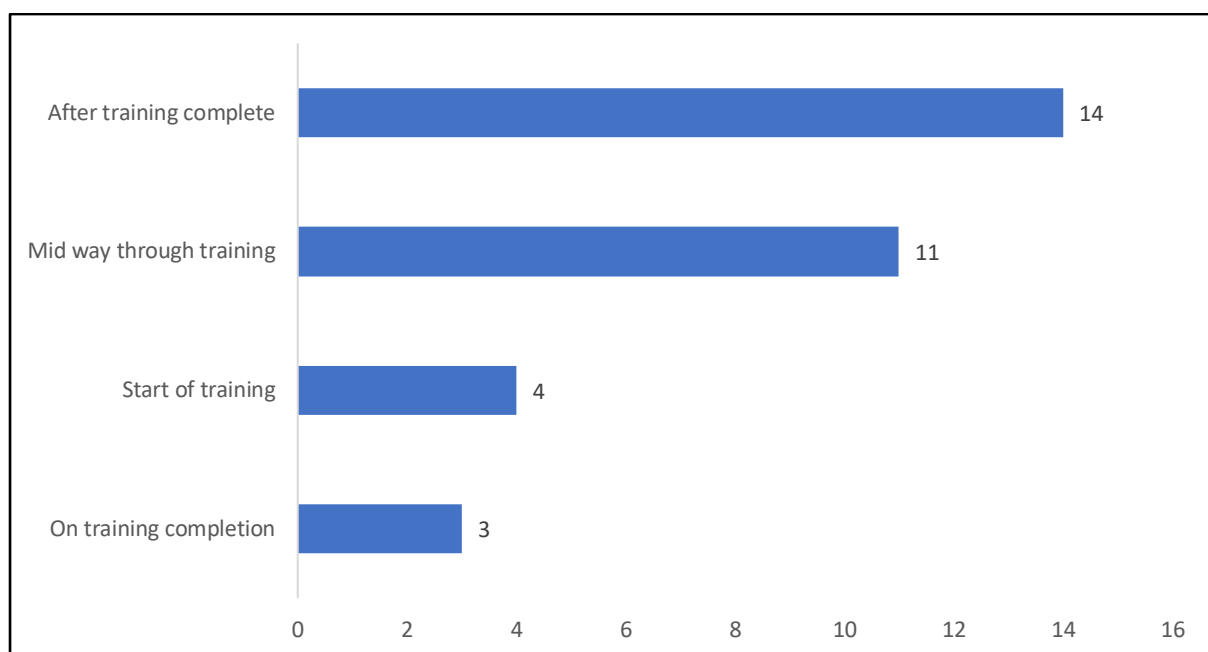
- **27 respondents** indicated apprentices '**Usually**' complete training
- **21 respondents** indicated apprentices '**Always**' complete training
- **2 respondent** indicated apprentices '**Sometimes**' complete training
- **No respondents** indicated apprentices '**Rarely**' complete training
- **No respondents** indicated apprentices '**Never**' complete training

## Question 21: If apprentices do leave, at what stage did they do so and why?

This question was filtered to only include those respondents who indicated they take on apprentices (so does not include those that answered '**none**' for question 6). This excluded 3 respondents.

44 respondents answered this question which asked if apprentices do leave, at what stage did they do so and why.

**Figure 20: What stage apprentices leave and why**



- **14 respondents** indicated apprentices leave '**After training complete**'
- **11 respondents** indicated apprentices leave '**Mid way through training**'
- **4 respondents** indicated apprentices leave '**On training completion**' **Start of training**'
- **3 respondents** indicated apprentices leave at the '**On training completion**'

**12 respondents** specified other stages and reasons why apprentices leave. The key responses are summarised below:

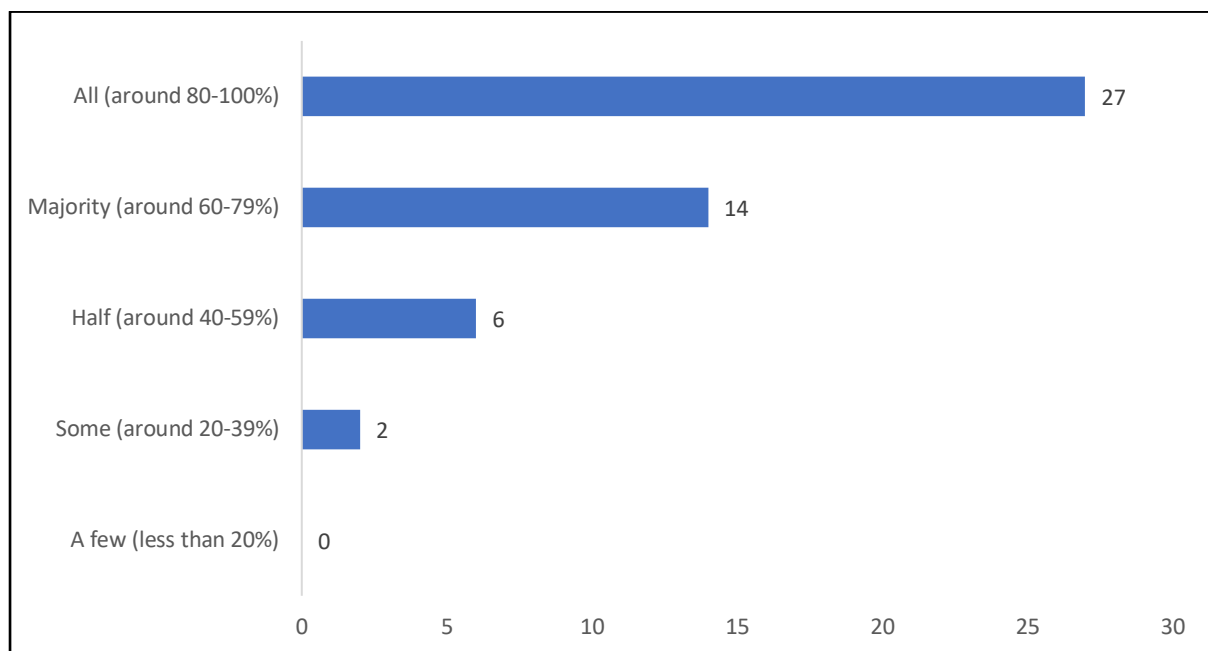
- **1 respondent** mentioned personal circumstances changing
- **1 respondent** mentioned finding out quickly whether apprentices are suitable
- **1 respondent** mentioned apprentices leaving after a period of employment
- Other responses mentioned having high completion rate, having very few apprentices leave generally and a mixture of the stages

## Question 22: What percentage of apprentices do you retain upon completion of their programme?

This question was filtered to only include those respondents who indicated they take on apprentices (so does not include those that answered 'none' for question 6). This excluded 1 respondent.

49 respondents answered this question which asked what percentage of apprentices are retained upon completion of their programme.

**Figure 21: Percentage of apprentices retained upon programme completion**



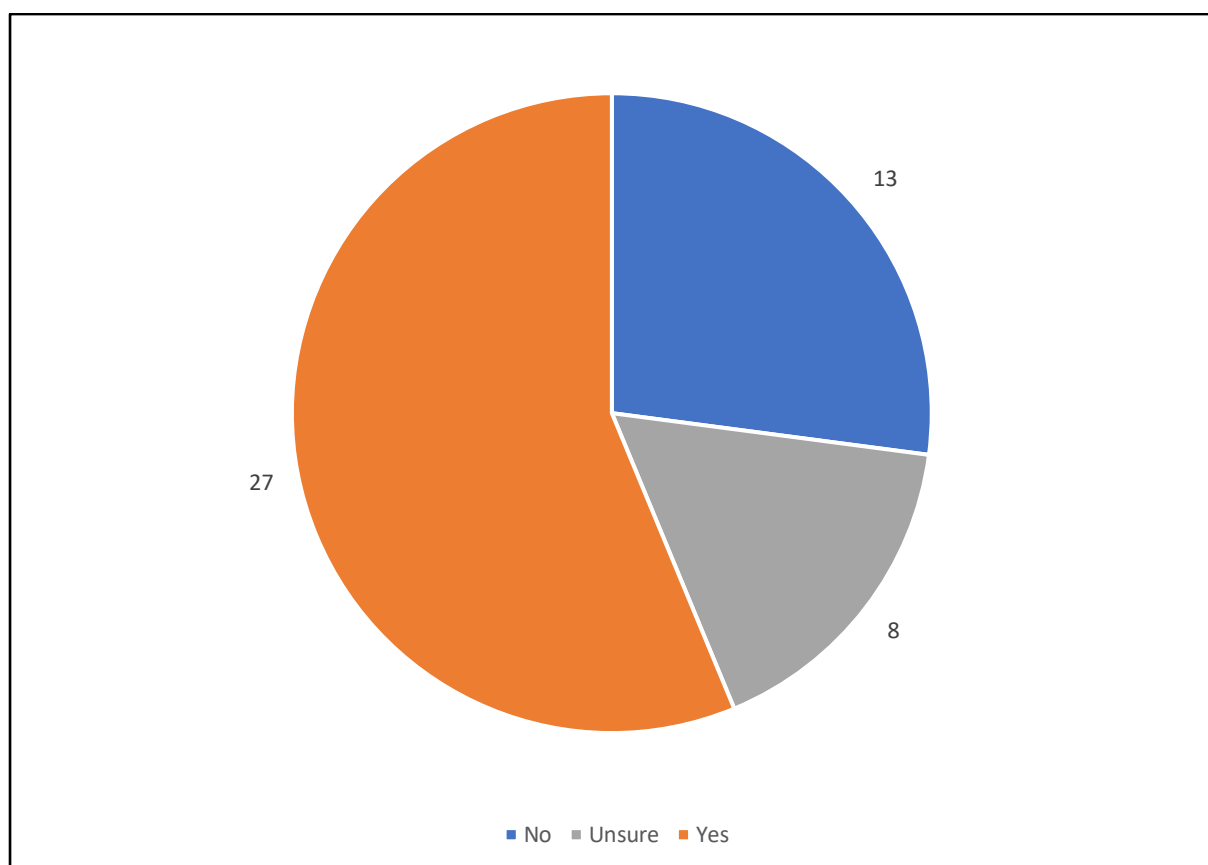
- **27 respondents** indicated that '**All (around 80-100%)**' are retained
- **14 respondents** indicated that '**Majority (around 60-79%)**' are retained
- **6 respondents** indicated that '**Half (around 40-59%)**' are retained
- **2 respondents** indicated that '**Some (around 20-39%)**' are retained
- **No respondents** indicated that '**A few (less than 20%)**' are retained

## Question 23: Of those that complete and are retained, do they progress to higher level Apprenticeships?

This question was filtered to only include those respondents who indicated they take on apprentices (so does not include those that answered 'none' for question 6). This excluded 2 respondents.

48 respondents answered this question which asked whether the apprentices that complete and are retained do progress to higher level apprenticeships.

**Figure 22: Apprentices progressing to higher level apprenticeships**



- **The majority of respondents** indicated that apprentices who complete and are retained do progress to higher level apprenticeships (**27 respondents**)
- **13 respondents** indicated that apprentices who complete and are retained do not progress to higher level apprenticeships
- **8 respondents** indicated that they are 'Unsure' whether apprentices who complete and are retained progress to higher level apprenticeships

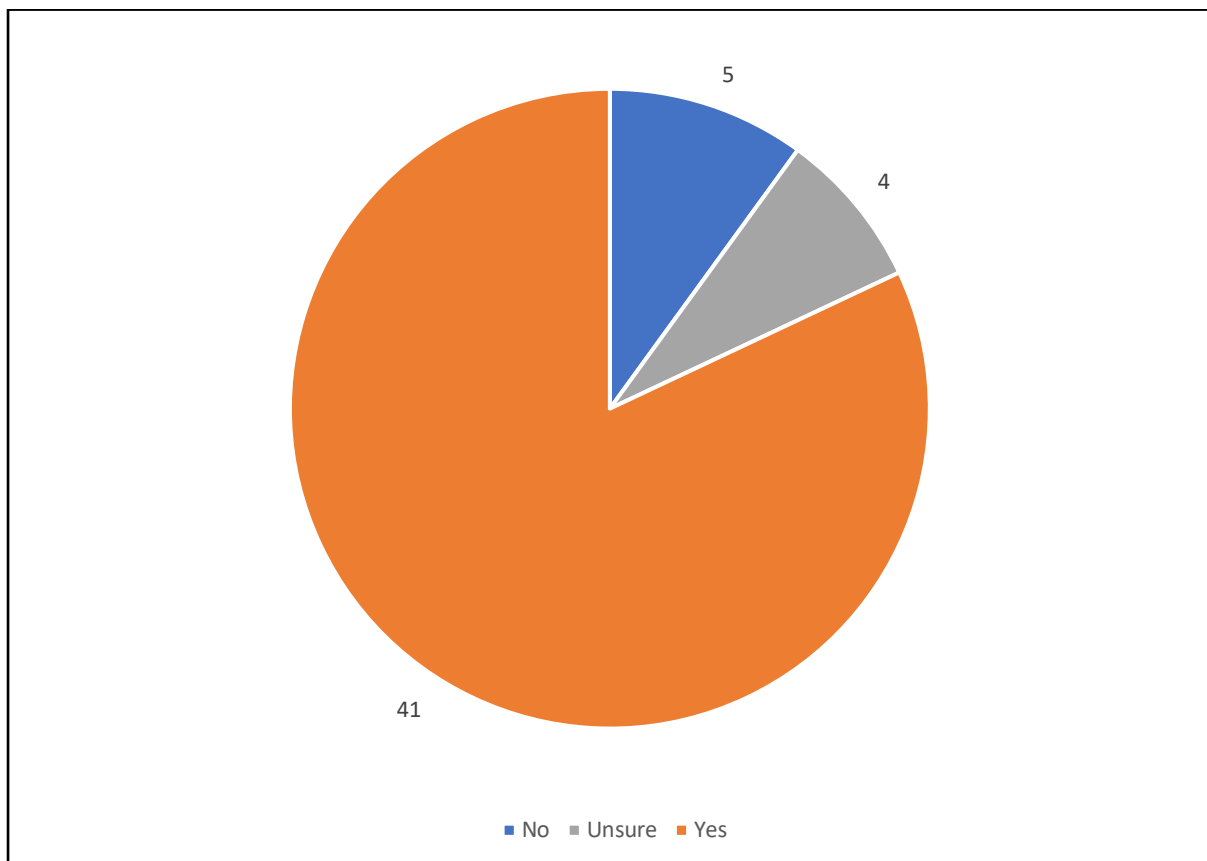
**22 of the 27 respondents** who indicated that apprentices who complete and are retained do progress to higher level apprenticeships were from large (>250 employees) and medium (50-249 employees) sized organisations.

## Question 24: Are the required apprenticeships standards available for the roles you are looking to recruit in?

This question was filtered to include only those respondents who indicated they take on apprentices (so does not include those that answered '**none**' for question 6). This excluded 12 respondents.

50 respondents answered this question which asked whether the required apprenticeships standards are available for the roles they are looking to recruit in.

**Figure 23: Required apprenticeship standards available for the roles recruited for**



- **The majority of respondents** indicated that the required apprenticeship standards are available for the roles they are looking to recruit in (**41 respondents**)
- **5 respondents** indicated that the required apprenticeship standards are not available for the roles they are looking to recruit in
- **4 respondents** indicated that they are '**Unsure**' that the required apprenticeship standards are available for the roles they are looking to recruit in

**31 of the 41 respondents** who indicated that the required apprenticeship standards are available for the roles they are recruiting to were from large (>250 employees) and medium (50-249 employees) sized organisations.

## Question 24.1: Please explain your answer - Not Reanalysed

This question was filtered to only include those respondents who indicated they take on apprentices (so does not include those that answered 'none' for question 6).

13 respondents left comments for this question which asked them to provide more comment on their answer to question 24.

**7 of the 29** respondents who indicated that apprentices who complete and are retained do progress to higher level apprenticeships left comments on this question. The main comments are summarised below:

- 1 respondent commented that for basic roles recruited there are standards available but for higher level apprenticeships, training is needed in addition to training included on the apprenticeship
- 1 respondent commented that clinical apprenticeship standards are slow to be developed
- 1 respondent commented that schools have requested an HLTA equivalent apprenticeship and mentioned the lack of SEND modules available in current school related apprenticeships
- 1 respondent commented that they recruit engineering apprentices where the standards are generally well established
- 1 respondent commented that they would like there to be a PA route and more charity specific routes

**5 of the 5** respondents who indicated that apprentices who complete and are retained do not progress to higher level apprenticeships left comments on this question. These comments all related to one main theme summarised below:

Comment theme	Respondent comments
<b>Specific requirements</b>	<ul style="list-style-type: none"><li>• Respondents who discussed this theme indicated that there is a lack of specific qualifications/ specific capabilities available. One respondent mentioned that there is no Level 6 Site Construction course provided across the East of England. Another respondent mentioned that they are looking for Marine services which is not available, and another respondent mentioned they are looking for Transport Refrigeration.</li><li>• Another respondent mentioned a lack of cogent qualifications specifically for Higher Education Institutions and another respondent mentioned needing specific tailored capabilities.</li></ul>



## Question 25: If no, have you considered developing a standard?

This question was filtered to only include those respondents who indicated they take on apprentices (so does not include those that answered '**none**' for question 6) and only those respondents who indicated that the required apprenticeship standards are not available for the roles they are looking to recruit in (those answering '**no**' for question 24). This excluded 1 respondent.

3 respondents answered this question which asked if they have considered developing a standard if they indicated that the required apprenticeship standards are not available for the roles they are looking to recruit in.

**2 respondents** indicated they have not considered developing a standard.

**1 respondent** commented they have considered developing a standard but that it is slow and cumbersome and that they have tried for the last six months and made no progress.

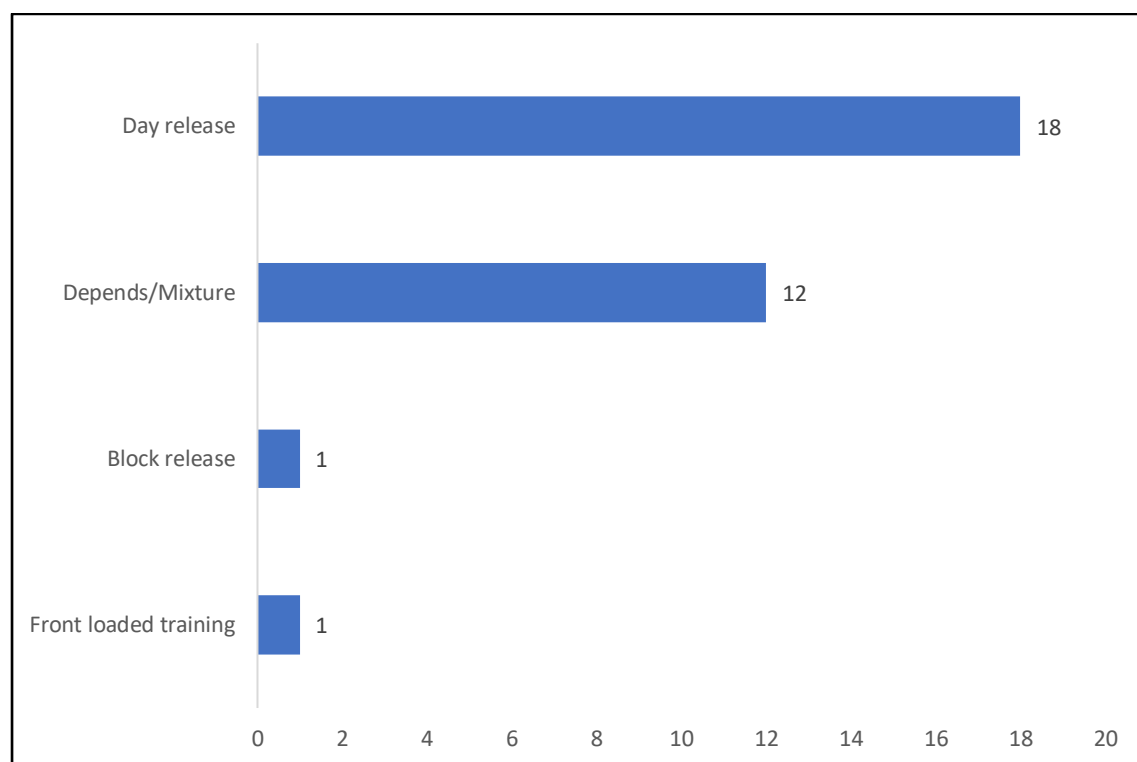
Question 26: Please describe your preferred model of apprenticeship delivery (eg. day release, block learning, front loaded training etc) and explain why this is most suitable for your organisation or sector?  
- Not Reanalysed

This question was filtered to only include those respondents who indicated they take on apprentices (so does not include those that answered 'none' for question 6).

35 respondents answered this question which asked them to describe their preferred model of apprenticeship delivery and explain why this is most suitable for their organisation or sector.

The chart below details the spread of preferred delivery models mentioned specifically by respondents. 32 respondents mentioned a specific delivery model.

**Figure 24: Preferred model of apprenticeship delivery**



- **The majority of respondents** indicated that '**Day release**' is their preferred model of apprenticeship delivery (**18 respondents**)
- **7 respondents** indicated that they use a '**Mixture**' of delivery models.
- **5 respondents** indicated that their preferred model of apprenticeship delivery '**Depends**'
- **1 respondent** indicated that '**Block release**' is their preferred model of apprenticeship delivery
- **1 respondent** indicated that '**Front loaded training**' is their preferred model of apprenticeship delivery

This question also asked for reasons why respondents specified these preferred delivery models. The reasons provided are broken down by model with main themes in the table below:

Preferred Delivery Model	Main Theme	Respondent comments
<b>Day release</b>	<b>Ease of Use</b>	<ul style="list-style-type: none"> <li>Respondents who discussed this theme indicated how easy day release is to use. Respondents mentioned that it is easier to plan their workforce and to structure their workload. Other respondents mentioned day release just working well and the suitability of the model.</li> </ul>
<b>Depends/Mixture</b>	<b>Needs of apprentice/team/role</b>	<ul style="list-style-type: none"> <li>Respondents who discussed this theme indicated how the delivery model depends on the needs of the apprentice. Respondents mentioned being flexible with delivery models and having a range of apprenticeships with different needs.</li> </ul>

The respondent who indicated that **‘Block release’** is their preferred model of apprenticeship delivery commented on how it fits with the examination structure for AAT and ACCA.

One respondent who did not specify a preferred delivery model commented on how their apprentices are contracted to work 40 hours within different departments which includes a college day to work on portfolios.

One respondent who did not specify a preferred delivery model commented that the majority of apprenticeship learning is completed remotely online and is similar to day release.

One respondent who did not specify a preferred delivery model commented that they would prefer not to use training providers citing that they can do delivery themselves but are not a large enough organisation to justify the approvals. They went on to say that they are often disappointed with the quality of the training provision from providers.

Question 27: Government has indicated a desire to overcome barriers to apprenticeships in industries where short-term contracts are the norm (such as the creative industries, construction and digital) by building on examples of existing Apprenticeship Training Agencies (ATAs). This would enable employers to recruit apprentices even when they cannot employ them for the whole duration of their programme. Would you find this kind of model valuable and why? - **Not Reanalysed**

This question was filtered to only include those respondents who indicated they take on apprentices (so does not include those that answered '**none**' for question 6).

29 respondents answered this question which asked whether they would find a new delivery model which favours short term contracts valuable and why.

The main themes discussed are summarised below:

Comment theme	Respondent comments
<b>Retention/longer term</b>	<ul style="list-style-type: none"><li>• Respondents who discussed this theme indicated that they like to take on apprenticeships for longer periods and therefore the model would not be valuable for them. Respondents mentioned retaining apprentices so that they become part of their long-term workforce and preference to offer apprentices longer-term contracts. One respondent commented that they have worked with the model but that sustainability is a challenge with apprentices needing to have another role available afterwards.</li></ul>
<b>Not applicable</b>	<ul style="list-style-type: none"><li>• Respondents who discussed this theme indicated that this model is not applicable to their industry.</li></ul>

Question 28: What role do you think that digital and online delivery should play in the future of apprenticeship training? - **Not Reanalysed**

45 respondents answered this question which asked what role they think digital and online delivery should play in the future of apprenticeship training.

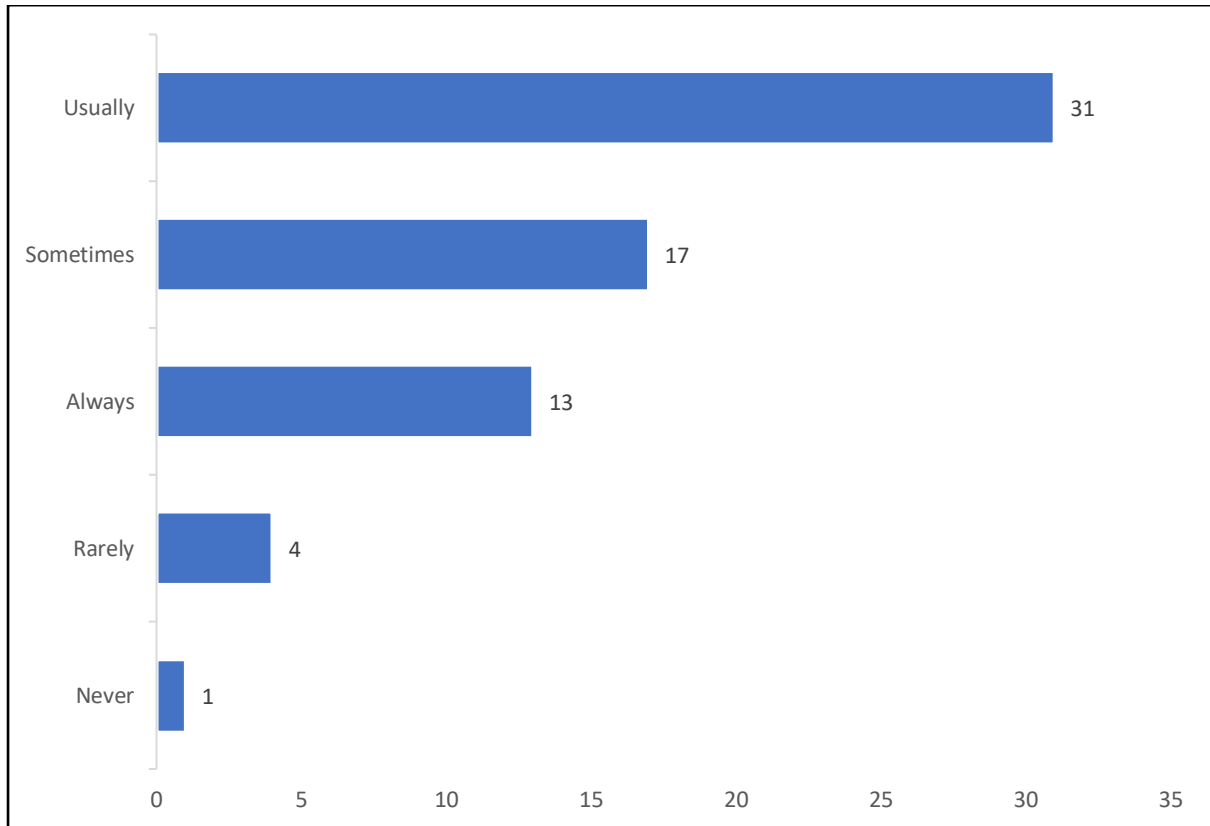
The main themes discussed are summarised below:

Comment theme	Respondent comments
<b>Significant role</b>	<ul style="list-style-type: none"><li>• Respondents who discussed this theme indicated that they think digital and online delivery should play a significant role. Respondents mentioned improving accessibility and mitigating against travel issues.</li></ul>
<b>Blended/changing learning</b>	<ul style="list-style-type: none"><li>• Respondents who discussed this theme indicated that they think how digital and online delivery should be blended. Respondents mentioned face-to-face learning being beneficial and the advantages of in-person learning and flexibility.</li></ul>

## Question 29: Is there suitable training available in the locality?

66 respondents answered this question which asked if there is suitable training available in the locality.

**Figure 25: Suitable training available in the locality**

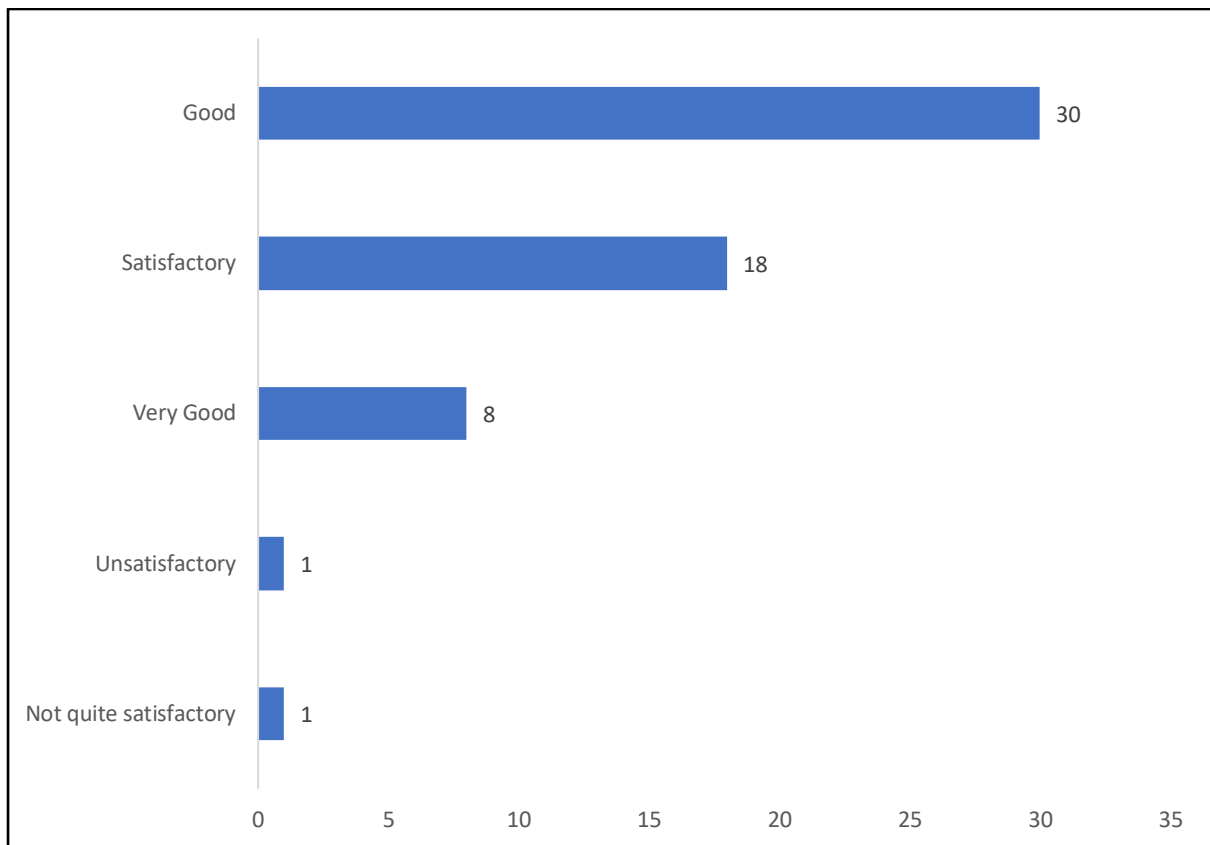


- **31 respondents** indicated that training is '**Usually**' available in the locality
- **17 respondents** indicated that training is '**Sometimes**' available in the locality
- **13 respondents** indicated that training is '**Always**' available in the locality
- **4 respondents** indicated that training is '**Rarely**' available in the locality
- **1 respondent** indicated that training is '**Never**' available in the locality

## Question 30: What is the quality of training like?

58 respondents answered this question which asked what the quality of training is like.

**Figure 26: Quality of training**

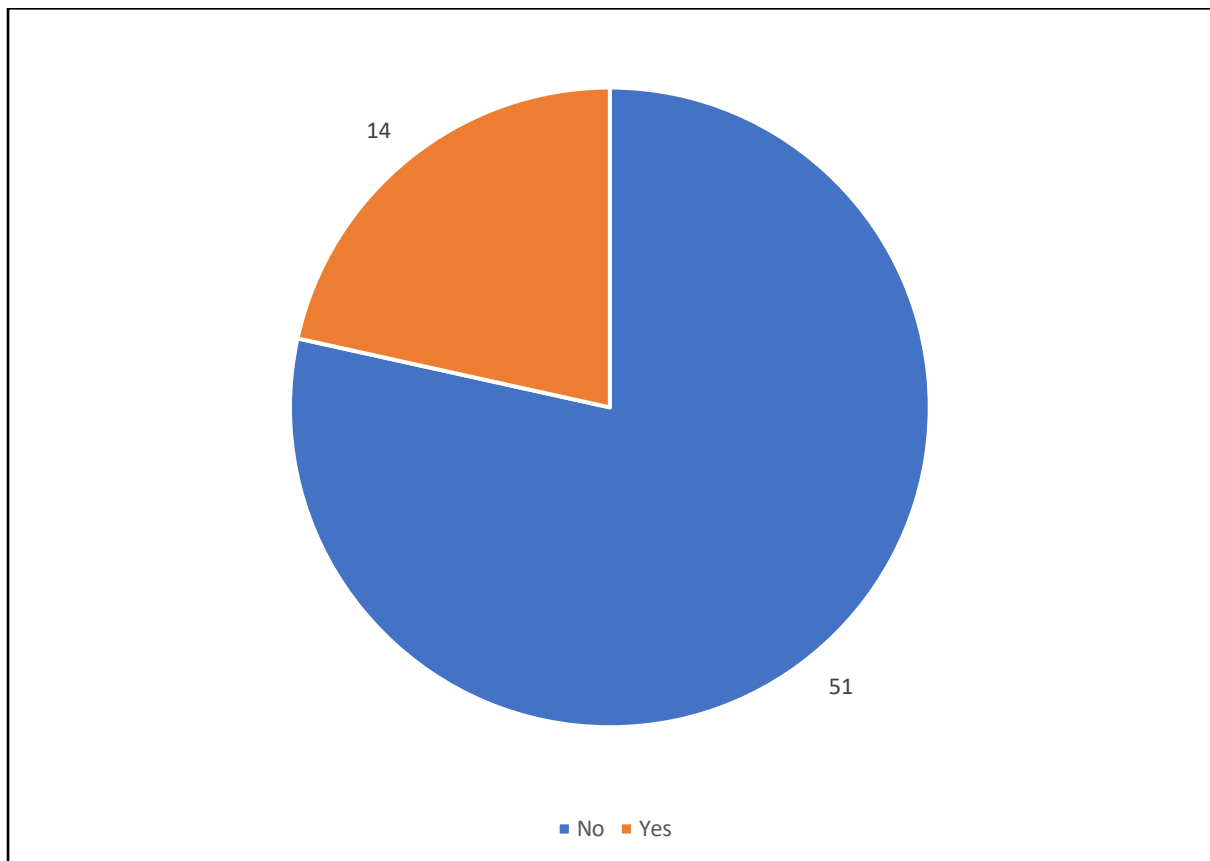


- **30 respondents** indicated that the quality of training is '**Good**'
- **18 respondents** indicated that the quality of training is '**Satisfactory**'
- **8 respondents** indicated that the quality of training is '**Very Good**'
- **1 respondent** indicated that the quality of training is '**Unsatisfactory**'
- **1 respondent** indicated that the quality of training is '**Not quite satisfactory**'

### Question 31: Do you provide any support to local training providers with their apprenticeship programmes?

65 respondents answered this question which asked whether they provide any support to local training providers with their apprenticeship programmes.

**Figure 27: Providing support to local training providers with their apprenticeship programmes**



- **The majority of respondents** indicated that they do not provide support to local training providers with their apprenticeship programmes (**51 respondents**)
- **14 respondents** indicated that they do provide support to local training providers with their apprenticeship programmes



## Question 31.2: If yes, please provide details:

This question was filtered to include only those respondents who indicated they do provide support to local training providers with their apprenticeship programmes (those answering 'yes' to question 31). This excluded 3 respondents.

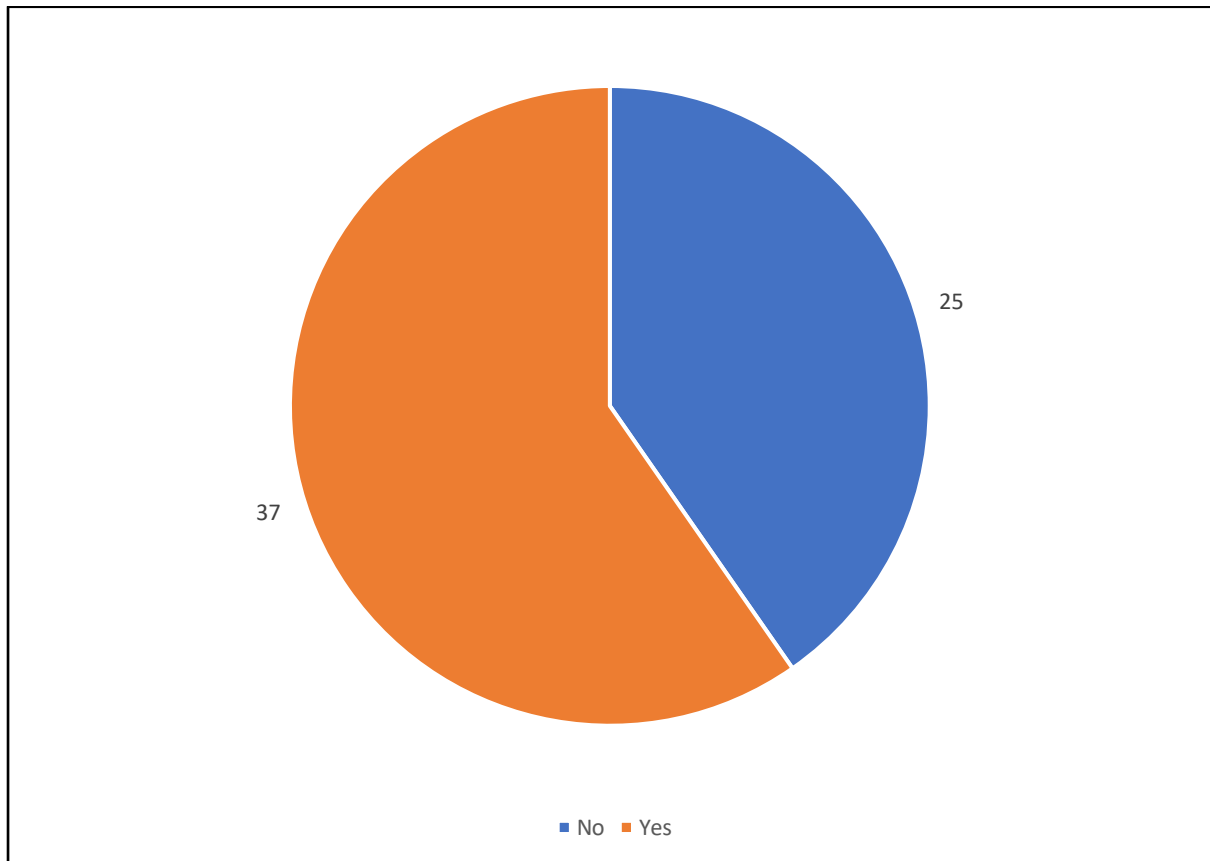
10 respondents left comments on question 31 with the main comments summarised below.

- **2 respondents** mentioned providing training in the past
- **1 respondent** mentioned supporting career events
- **1 respondent** mentioned visiting colleges, attendance at events and meeting with students
- **1 respondent** mentioned having a training school on site
- **1 respondent** mentioned offering work placements, internships, and project assignments
- **1 respondent** mentioned engaging with classes and students

## Question 32: Would you appreciate any support from local training providers with apprenticeships?

62 respondents answered this question which asked if they would appreciate any support from local training providers with apprenticeships.

**Figure 28: Appreciate support from local training providers with apprenticeships**



- **The majority of respondents** indicated that they would appreciate any support from local training providers with apprenticeships (**37 respondents**)
- **25 respondents** indicated that they would not appreciate any support from local training providers with apprenticeships

## Question 32.2: Please explain your answer - **Not Reanalysed**

20 respondents left comments on this question which asked them to explain their answer to question 32.

The main reasons cited by respondents are summarised below:

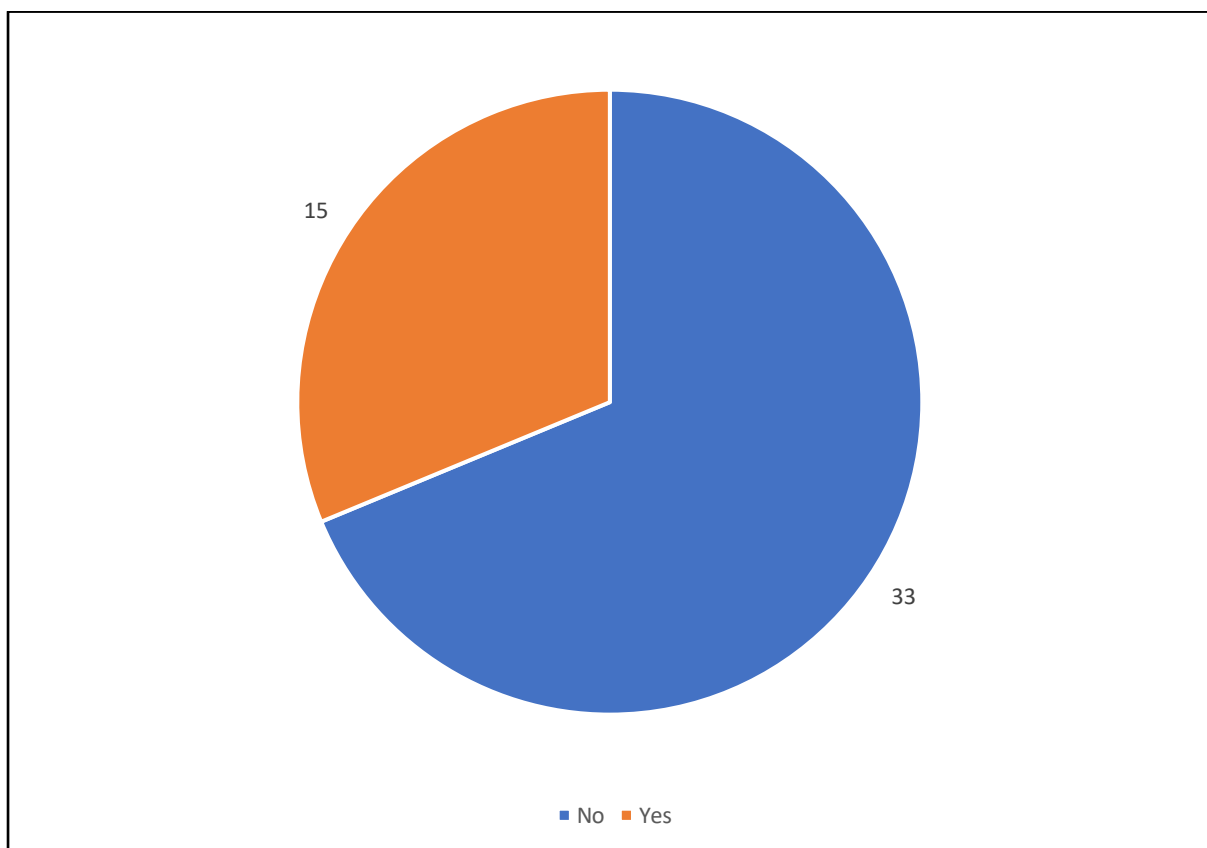
Appreciate support?	Respondent comments
<b>Yes</b>	<ul style="list-style-type: none"><li>• Respondents who indicated they would appreciate support discussed that support is helpful and useful. One respondent mentioned capacity and another respondent mentioned the work required with finding and training an apprentice. One respondent mentioned support for support staff roles particularly.</li></ul>
<b>No</b>	<ul style="list-style-type: none"><li>• Respondents who indicated they would not appreciate support discussed that they do not need help and can utilise their resources for this.</li></ul>

### Question 33: Have you participated in, or explored the option of delivering part or all of the Apprenticeship internally?

This question was filtered to include only those respondents who indicated they take on apprentices (so does not include those answering 'none' for question 6). This excluded 12 respondents.

49 respondents answered this question which asked whether they have participated in, or explored the option of delivering part or all of the Apprenticeship internally.

**Figure 29: Delivering part or all the Apprenticeship internally**



- **The majority of respondents** indicated that they have not participated in or explored the option of delivering the apprenticeship internally (**33 respondents**)
- **15 respondents** indicated that they have participated in or explored the option of delivering the apprenticeship internally

## Question 33.1: Please explain your answer - **Not Reanalysed**

This question was filtered to only include those respondents who indicated they take on apprentices (so does not include those answering '**none**' for question 6).

24 respondents left comments on this question which asked them to explain their answer to question 33.

The main reasons cited by respondents are summarised below:

Delivering apprenticeship internally	Respondent comments
<b>No</b>	<ul style="list-style-type: none"><li>• Respondents who indicated they would not deliver the apprenticeship internally discussed not having the resources or capacity to do this.</li></ul>
<b>Yes</b>	<ul style="list-style-type: none"><li>• Respondents who indicated they would deliver the apprenticeship internally mentioned being providers already and therefore already doing this.</li><li>• Other respondents mentioned that although they do or used to deliver internally, they are constrained by regulations and red tape.</li></ul>

**Question 34: How is the sector you work in changing and what do you see as the jobs and skills requirements of the future? What do you think this will mean for apprenticeship provision? - Not Reanalysed**

40 respondents answered question 34 which asked how the sector they work in is changing and what they see as the jobs and skills requirements of the future. The question also asked what respondents think this will mean for apprenticeship provision.

The main themes discussed are summarise below:

Comment theme	Respondent comments
<b>Changing Technology</b>	<ul style="list-style-type: none"><li>• Respondents who discussed this theme mentioned how technology is changing quickly in their sector. One respondent mentioned teaching apprentices these new skills and another respondent mentioned new digital technologies.</li></ul>
<b>Skills shortage</b>	<ul style="list-style-type: none"><li>• Respondents who discussed this theme mentioned how there are skills shortages in their sector or how there will be changes in demand. Some respondents mentioned a lack of sufficiently qualified workers and ageing staff members. Another respondent talked about upskilling existing employees.</li></ul>
<b>Changing learning</b>	<ul style="list-style-type: none"><li>• Respondents who discussed this theme mentioned how learning is becoming more blended and going online. One respondent mentioned the importance of access to IT and broadband to facilitate learning from home.</li></ul>