

# Local Government Apprenticeships Survey 2013

## Initial Survey Findings

# Aims of the Project

- As part of the Employer Investment Fund (available only to Sector Skills Councils), Skills for Justice carried out research into the use and development of Apprenticeships within Local Government.
- Since the project began, a number of case studies have been completed out as well as a range of employer engagement activity.
- Between September 2012 and January 2013, a number of telephone interviews were also carried out into the use of Apprenticeships across England and Wales.

# About this Survey

- **105** Local Authorities responded to the *Local Government Apprenticeships Survey 2013*. The survey was in the field for approximately 3 weeks from 28<sup>th</sup> January to 15<sup>th</sup> February 2013.
- Survey respondents were from across England and Wales.
- The Survey was conducted with the support of the Welsh LGA, Local Government Yorkshire and Humber, South West Councils, and East of England LGA.

# Summary of Survey Findings

## Current Use of Apprenticeships

- An overwhelming majority of respondents report that they currently use Apprenticeships [93%].
- 7% of Councils state that they do not currently use Apprenticeships.
- 47% of Councils report that they offer between 1 – 10 Apprenticeship places compared to 39% who provide between 11 – 50 places.
- 14% of respondents, however, state that they offer more than 51 Apprenticeship places.

# Summary of Survey Findings

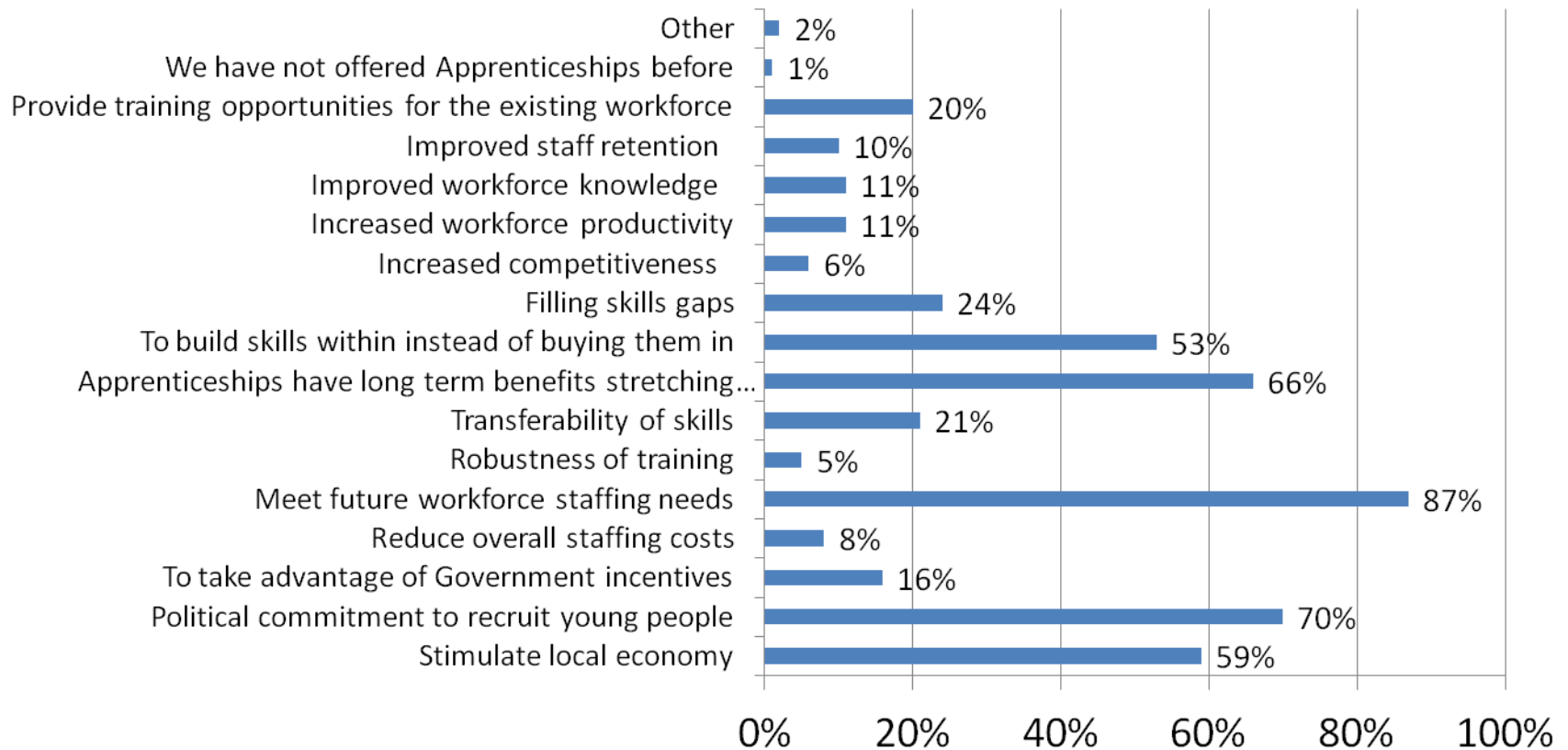
## Benefits, Barriers, and Recruitment

The main benefits are reported to be:

- ➔ To meet future workforce staffing needs [87%]
- ➔ Political commitment to recruit young people [70%]
- ➔ Apprenticeships have long term benefits stretching beyond the economic downturn [66%]
- ➔ Stimulate local economy [59%]
- ➔ To build skills within instead of buying them in [53%]

# Summary of Survey Findings

## The Main Benefits of Apprenticeships



# Summary of Survey Findings

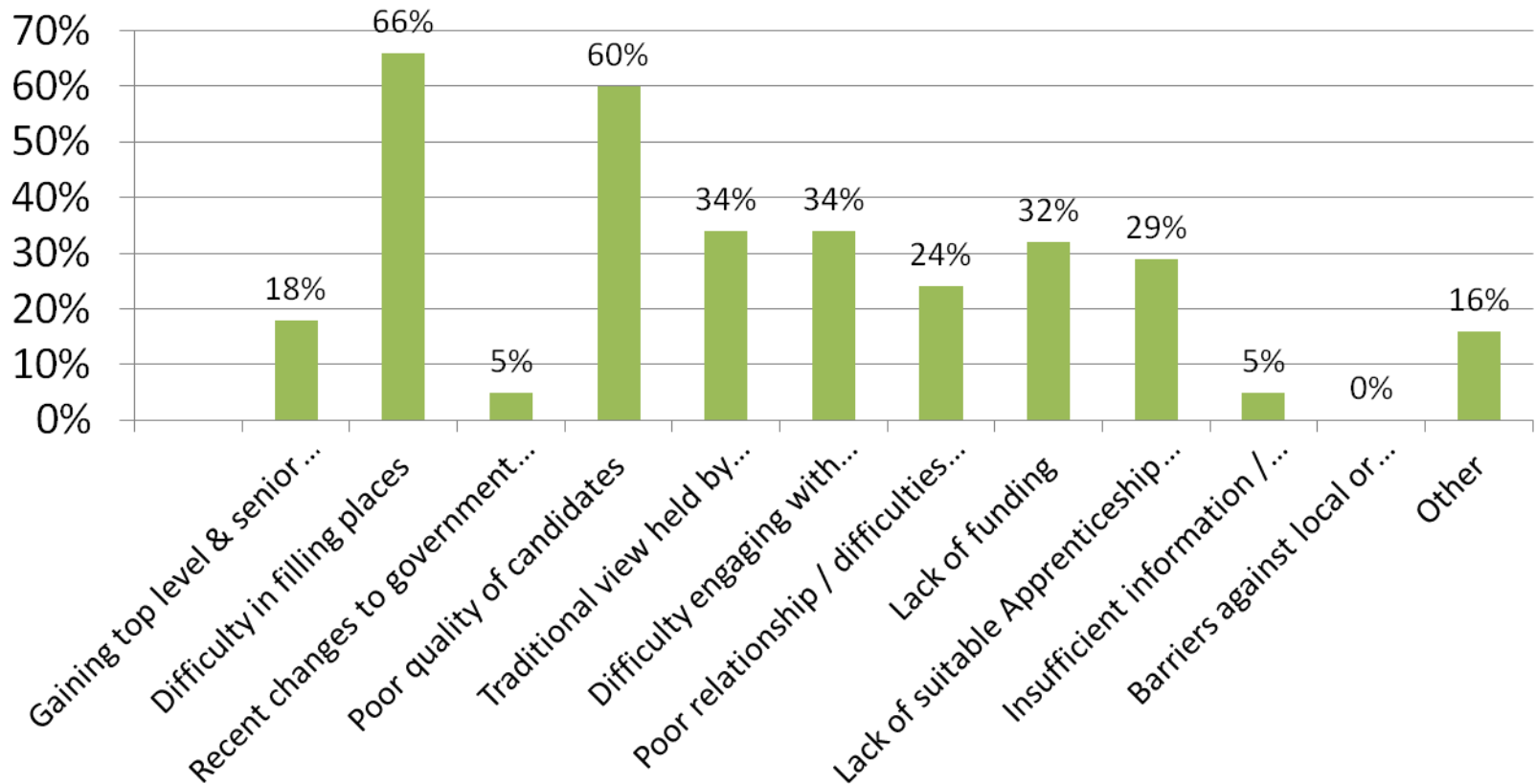
## Benefits, Barriers, and Recruitment

The main recruitment difficulties are reported to be:

- ➔ Difficulty in filling places [66%]
- ➔ Poor quality of candidates [61%]
- ➔ Traditional view held by potential candidates about Apprenticeships [34%]
- ➔ Difficulty engaging with schools to recruit Apprentices [34%]

# Summary of Survey Findings

## Recruitment Difficulties





# Summary of Survey Findings

## Funding Apprenticeships

- The majority of Councils fund Apprenticeships directly from service budgets [81%], followed by central corporate budgets [33%].
- 38% Councils report being able to access external funding to support Apprenticeships.
- These sources of funding are reported to include:
  - Training providers      Apprenticeships grant
  - Local colleges          ERDF
  - Government funding    National Apprenticeship Service

# Summary of Survey Findings

## Future Use of Apprenticeships

- 53% of Councils report that they intend to Increase the number of Apprenticeships they offer [53%] compared to 47% who expect a Decrease or are 'Unsure'.
- Where Councils expect a Decrease, the most common reasons include budget pressures, reducing staff numbers, or organisational restructuring.
- Where Councils report an Increase, the most popular reasons include succession planning, a responsibility to support young people, and developing 'home-grown' talent.