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

- We have not offered Apprenticeships before: 2%
- Provide training opportunities for the existing workforce: 6%
- Improved staff retention: 10%
- Improved workforce knowledge: 11%
- Increased workforce productivity: 11%
- Increased competitiveness: 6%
- Filling skills gaps: 24%
- To build skills within instead of buying them in: 53%
- Apprenticeships have long term benefits stretching...: 66%
- Transferability of skills: 21%
- Robustness of training: 5%
- Meet future workforce staffing needs: 87%
- Reduce overall staffing costs: 8%
- To take advantage of Government incentives: 16%
- Political commitment to recruit young people: 70%
- Stimulate local economy: 59%
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

- Gaining top level & senior... 18%
- Difficulty in filling places 66%
- Recent changes to government... 5%
- Poor quality of candidates 60%
- Traditional view held by... 34%
- Difficulty engaging with... 34%
- Poor relationship / difficulties... 24%
- Lack of funding 32%
- Lack of suitable Apprenticeship... 29%
- Insufficient information /... 5%
- Barriers against local or... 0%
- Other 16%
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.