Apprenticeship
AMBASSADORS NETWORK

Apprenticeships:
The Future of 'on the Job' Training

CBI Education Summit

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www.employersforapprentices.gov.uk

Apprenticeships

Apprenticeship Ambassadors Network – Background:

- Launched April 2006
- Successor body to Apprenticeships Task Force
- Membership includes blue chip FTSE 100/250 companies and SMEs, including representation from SSCs, CBI, EEF and TUC

Terms of Reference

- To promote Apprenticeships to employers of all sizes, to increase take-up, particularly in sectors of poor penetration and diversity
- To advise and help employers in improving Apprenticeship outcomes
- To provide feedback to Government, the Learning and Skills Council (LSC) and the UK Commission for Employment and Skills on issues affecting quality and effectiveness

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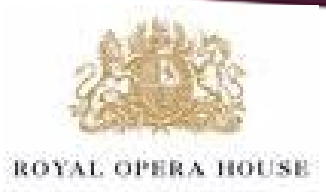

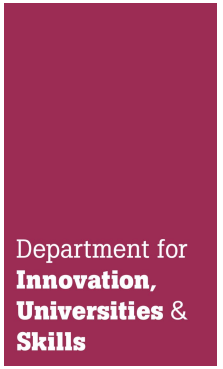

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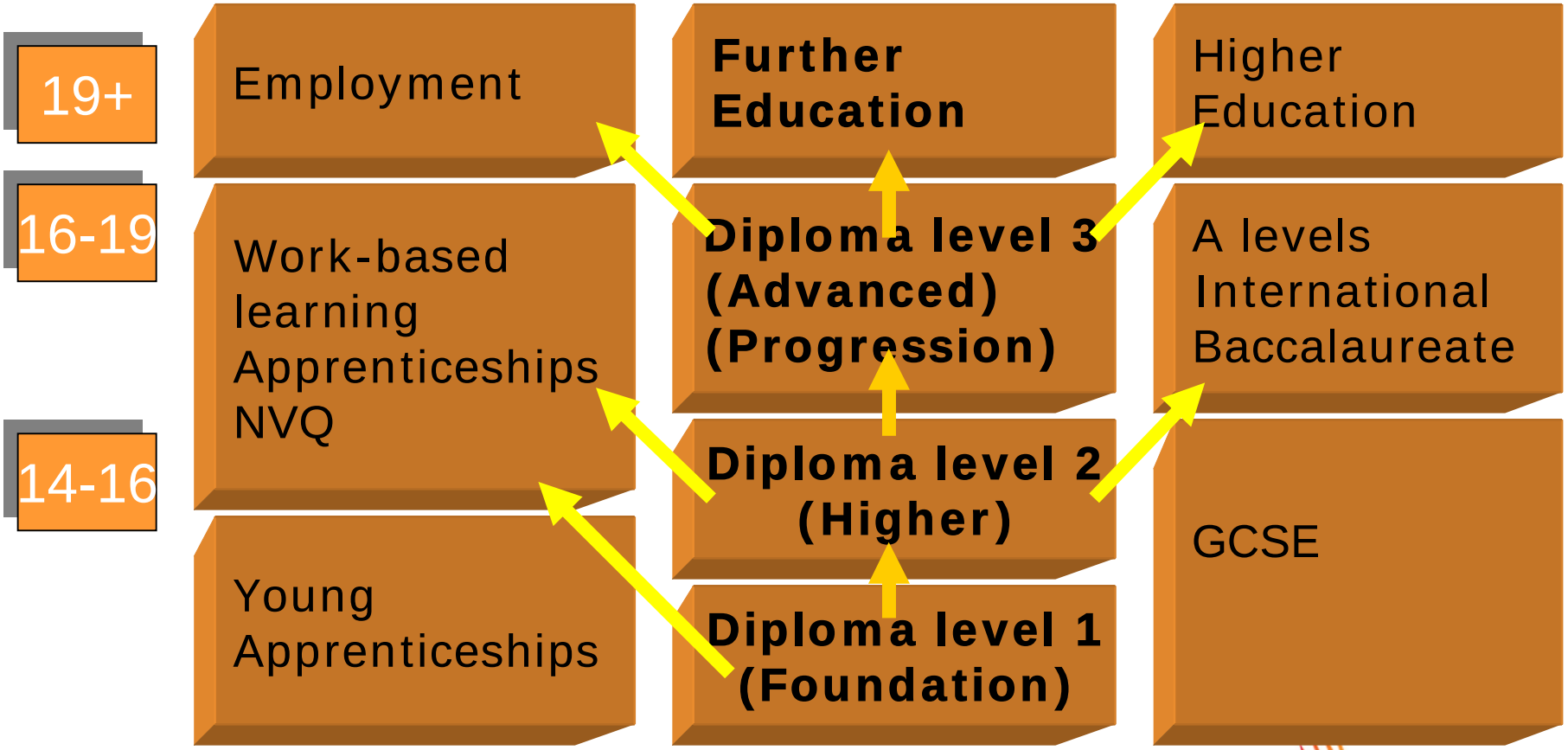
Flexible progression:



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Apprenticeships

"World Class Apprenticeships" Targets and Objectives:

- Apprenticeship Entitlement by 2013
- 400,000 Apprenticeships by 2020 (Leitch)
- Ensuring 1 in 5 young people taking up Apprenticeships in the next decade
- Increasing Completions Rates - 130,000 apprentices complete the full apprenticeship framework in 2010/11

Ratio of employed population to apprentices (2006 or nearest year):

COUNTRY	EMPLOYED/APPRENTICES
Germany	22
Switzerland	22
Austria	33
France	67
UK	104

Source: SSDA 2008

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Case studies - Employer Benefits:

- a secure supply of skills not available on the external job market
- sources young recruits as replacements for an ageing workforce
- reduces recruitment costs
- creates a pool of skilled people from whom to recruit in the future
- ensures the supply-chain has a skilled workforce
- lower wage costs

Case studies – Employer Benefits (cont):

- reduces labour turnover
- a source of future managers
- increases interest in training amongst workforce
- shows company commitment to employees
- brings new ideas and innovation to the business
- enhances reputation within the industry and the local community

Issues for Employers:

- UK approach to delivering Apprenticeships
- Electronic storage of paperwork
- Reduction in six year paperwork storage requirements
- Simplified payment system
- Streamlined approach towards Quality Assurance and Standards

Issues for Employers (cont):

- Single Kitemark approach to Regulation
- Streamlined process for certification
- Electronic approach to registration
- Simpler Management Information Reporting
- Naturally occurring in-house policies to satisfy funding requirements

Employers – The Future:

- National Apprenticeship Service
- Better targeted Marketing emphasising the business benefits
- New Vacancy Matching Service
- Better Careers Advice and Guidance
- Apprenticeships Bill
- Training for stock/SMEs
- Public sector