

Apprenticeship Recruitment

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Introduction

- Our Focus and platforms
- What we see – vacancies and starts
- Data
- Recruitment

Our Focus

Audiences

16–24 (education leavers / care experienced / NEET / Benefit Claimants)

Residents of working age wanting to enter the workplace, upskill, or reskill

50+ (emerging concern)

Employer and provider support and signposting

Through various media and platforms –

Education, Employment and Skills Action Group

SWLEP Apprenticeship Strategy and Working Group (pending) / Skills Plan

Wiltshire Apprenticeship Action Plan

Apprenticeship Ambassador Network

Gloucester and Wiltshire Partnership

Work Wiltshire

Internal networks

What we see

Externally advertised vacancies:

Find an Apprenticeship

Employer websites

Local advertising

Recruitment agencies

Job Sites

SWLEP reporting

Starts released through national reporting

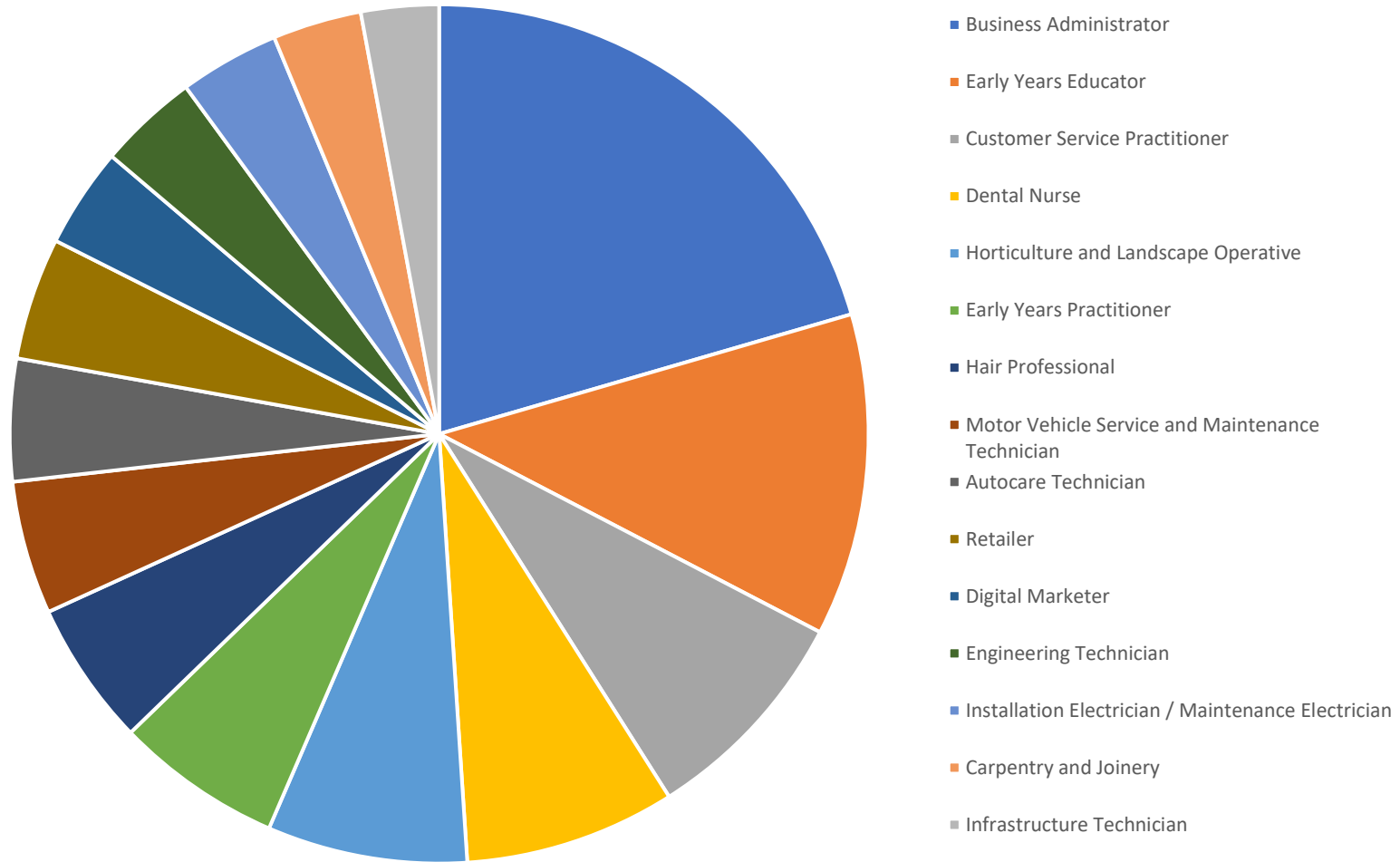
New entrants

Existing employees

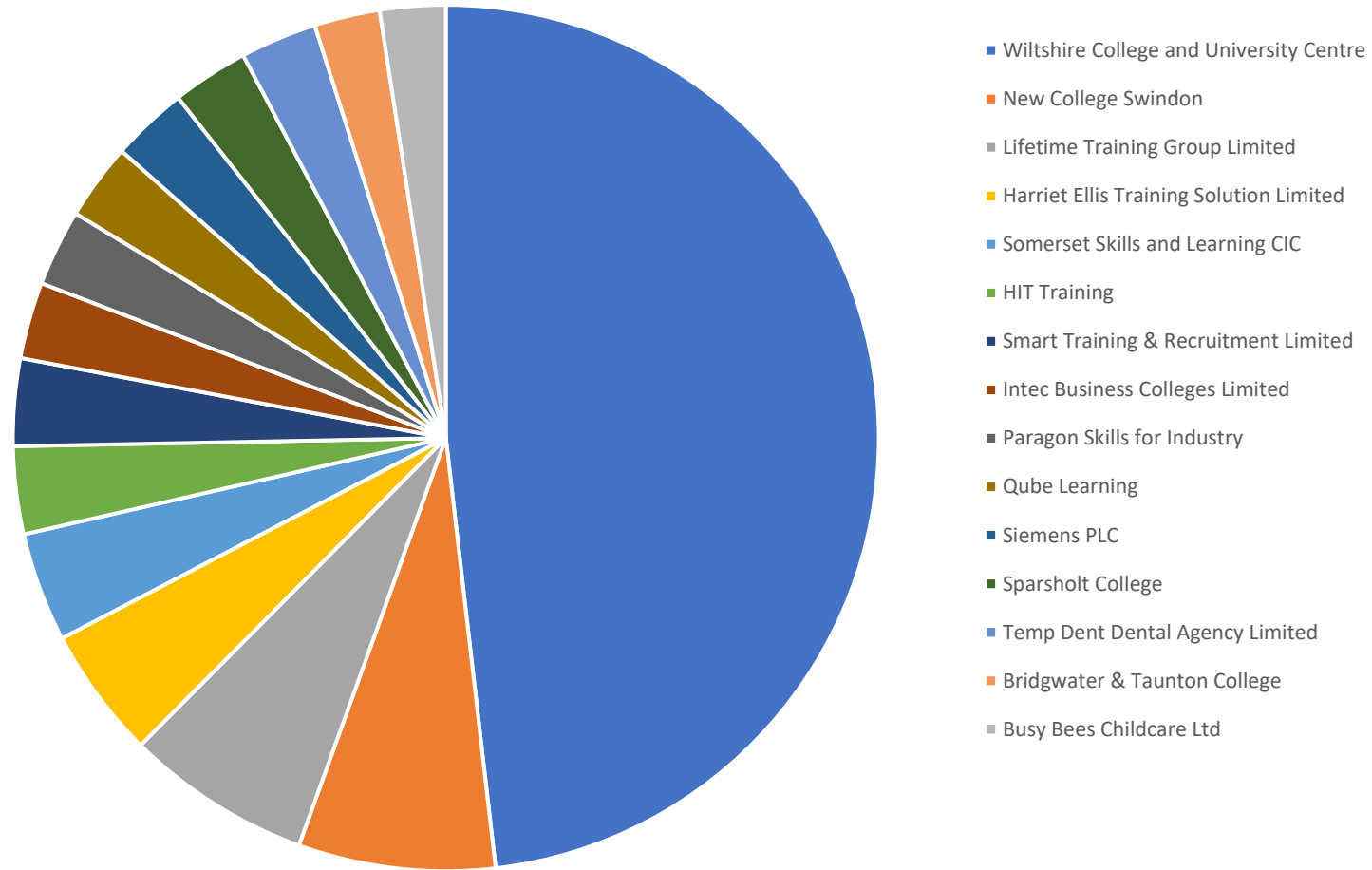
ESFA and FAA Reporting



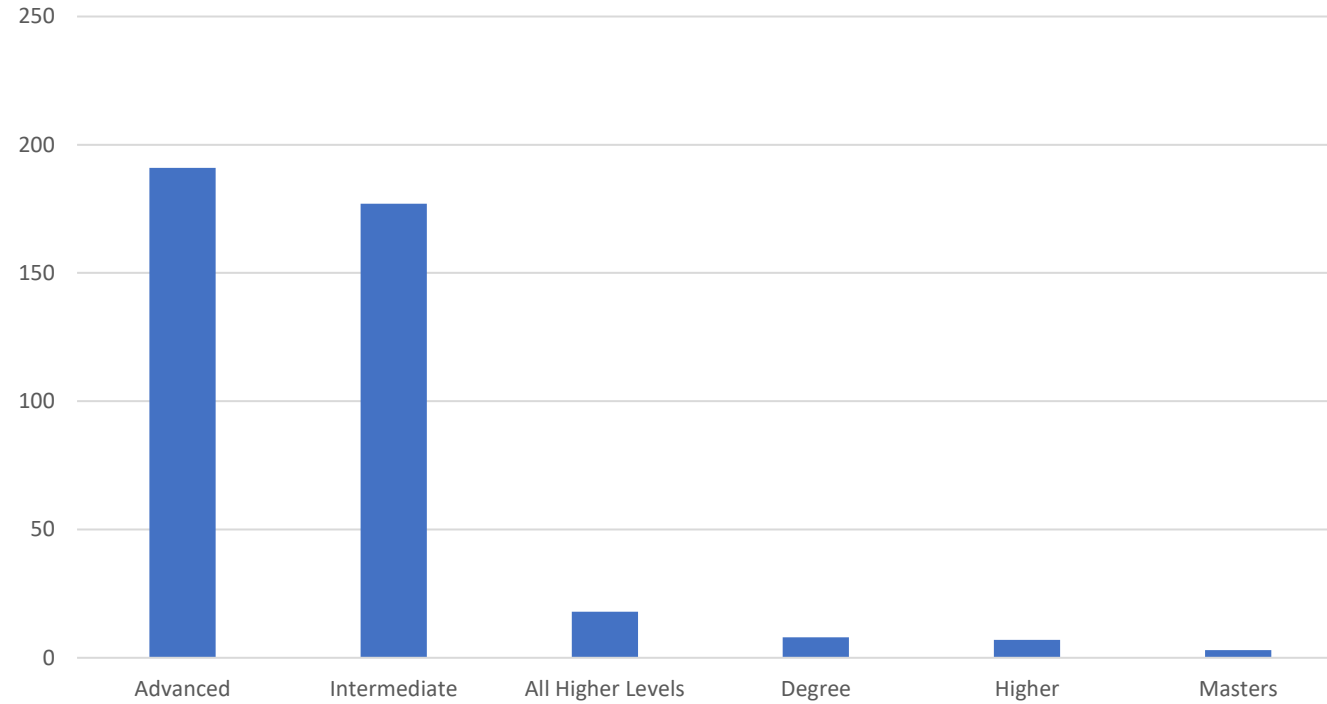
Top 15 Standards (FAA 20_21)



Top 15 Providers (FAA 20_21)

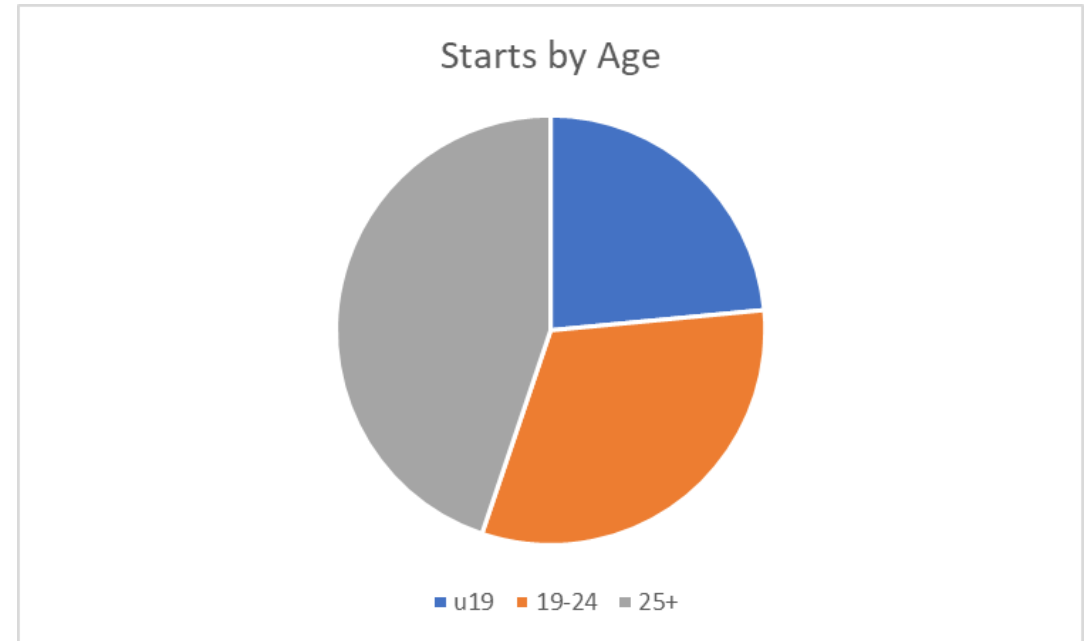
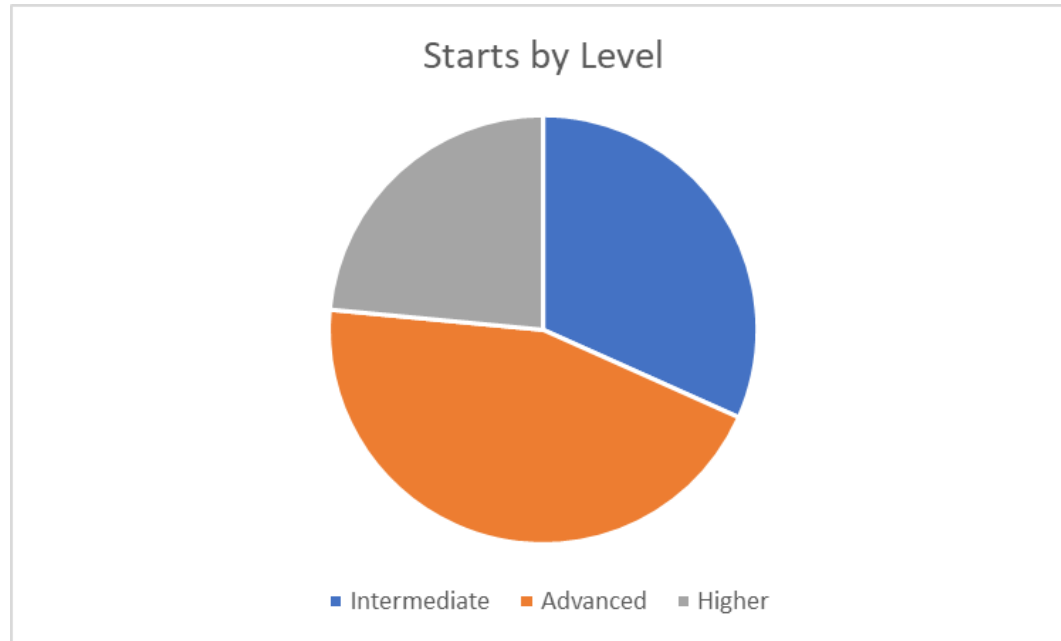


Apprenticeship Levels (FAA 20_21)

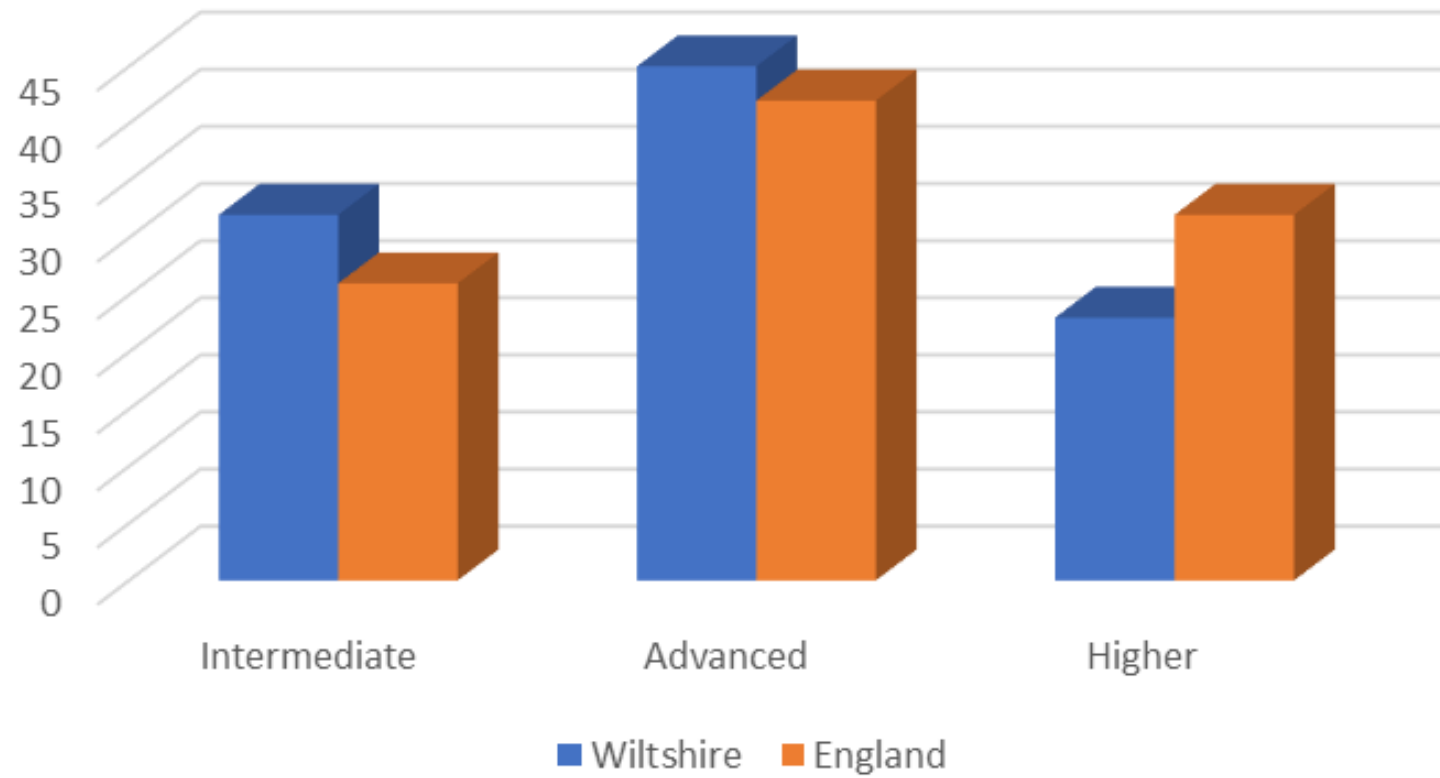


National Data

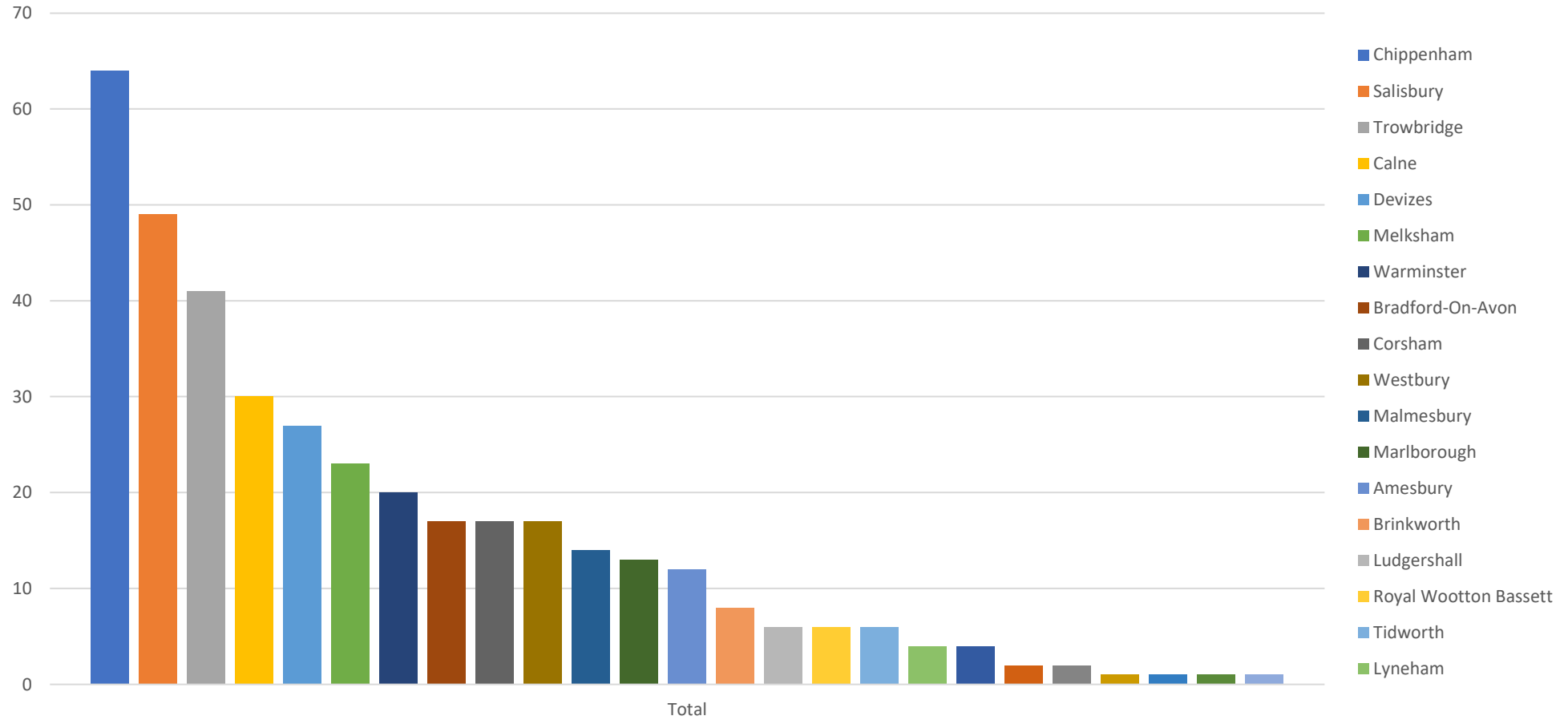
Wiltshire Starts Q2 = 1830



Q2 Starts comparison



Towns (FAA_20_21)



SWLEP Snapshot

37% of residents qualified to at least Level 4 (40% England)

51% of population are aged 50+ (46% England)

10% of population are aged 16-24 (13% England)

High rate of employment, however many are in SMEs and self employment

Apprenticeship Recruitment

- Not all vacancies are listed on Find an Apprenticeship
- Several “newly added” are extensions or relists
- The rates of pay vary from £4.30 to £10+
- Increase in part time vacancies (25-30 hrs with one last week listed at 17hrs)
- Prerequisites stated – experience and qualifications
- Maths and English – barrier for many young people and adults we support
- Visibility / accessibility of employers by potential applicants
- Employer appetite / Covid recovery

Let's Help Each Other Out...

- Let us know of your Wiltshire vacancies
 - Promotion on social media, schools, vulnerable and disadvantaged groups, weekly vacancy listing
- What are employers asking for?
 - Help creating cohorts to make it viable
 - Understand growth and change across industry
- Signpost employers to local provision
- Build our networks and supply chain



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