

18 January 2022

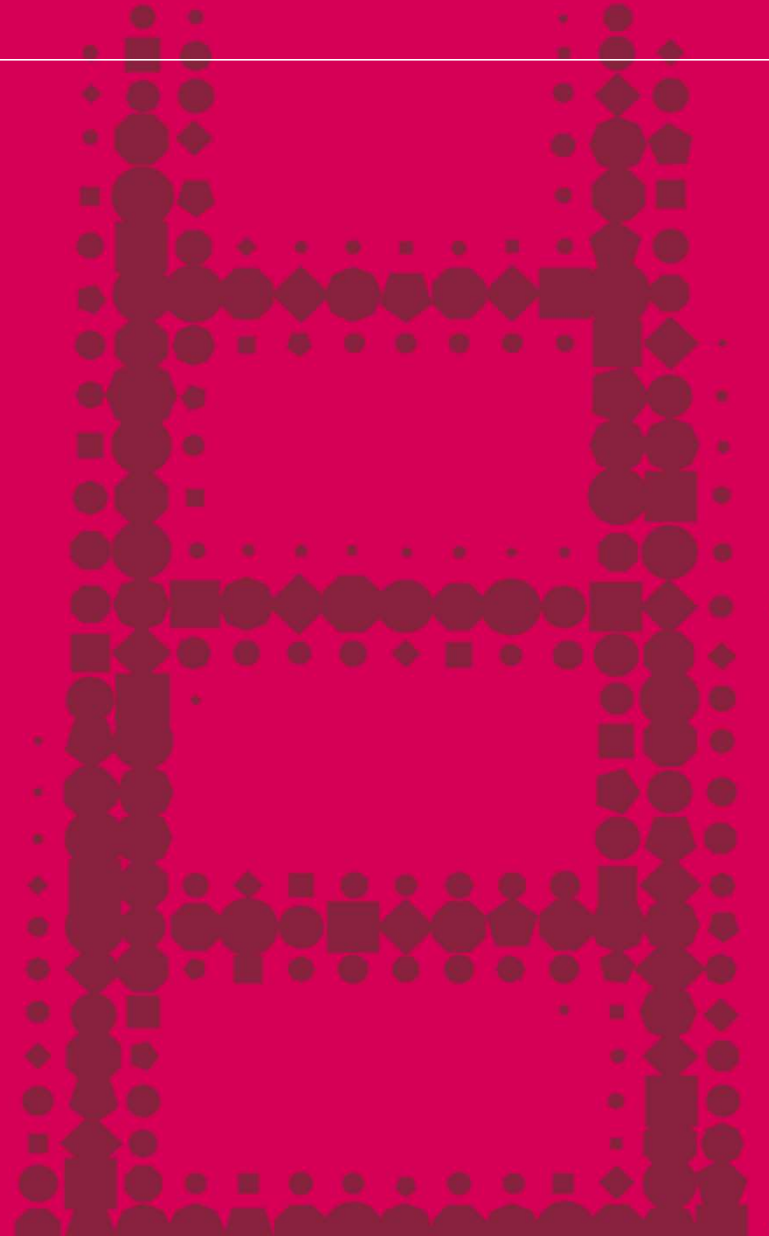


# Using apprenticeships to tackle the skills shortage

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# Welcome and introduction

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and ILM



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## The Challenge:

91% of  
employers  
struggle to  
hire staff

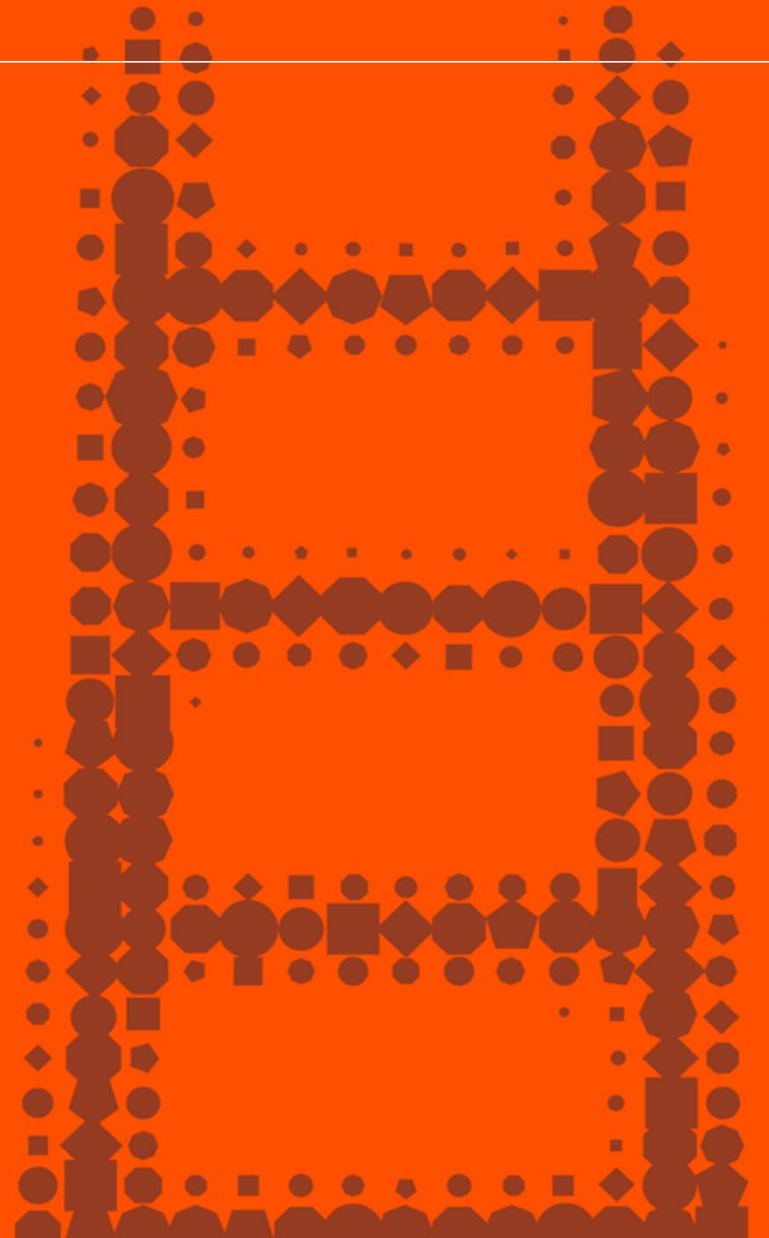
105,000  
vacancies  
each day in  
social care  
(2020-2021)

216,800 new  
construction  
workers needed  
by 2025

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# Poll

Have you experienced skills shortages in your organisation in the last 12 months?

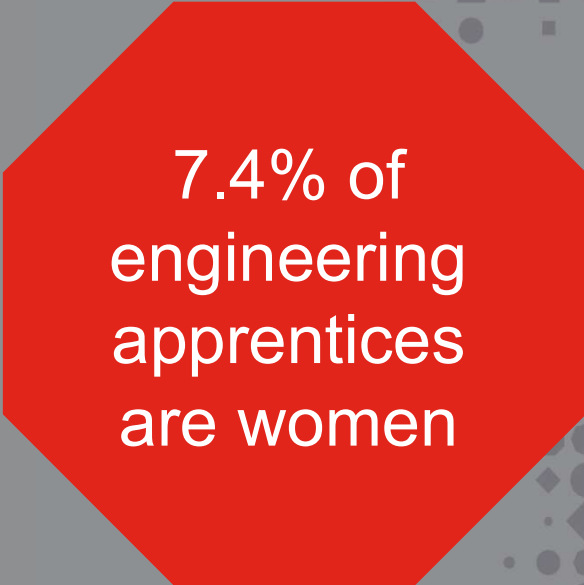


# Tackling Diversity

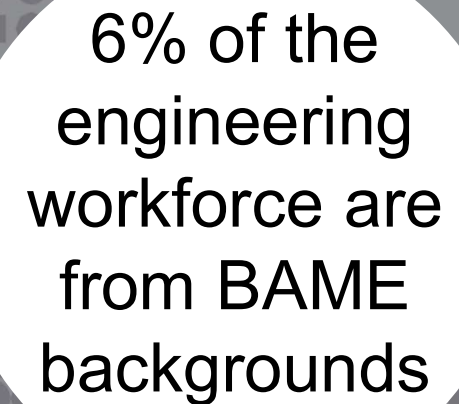
Research has shown many benefits of a diverse and inclusive workplace:



Women make up 14% of the engineering workforce



7.4% of engineering apprentices are women



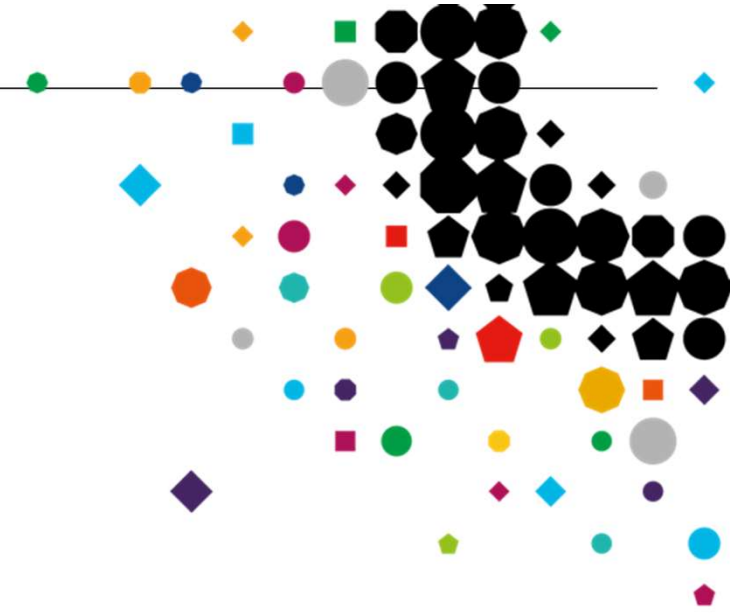
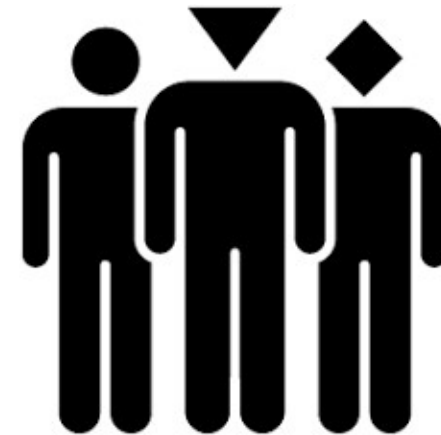
6% of the engineering workforce are from BAME backgrounds

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## The power of diversity

Diverse organisations are...

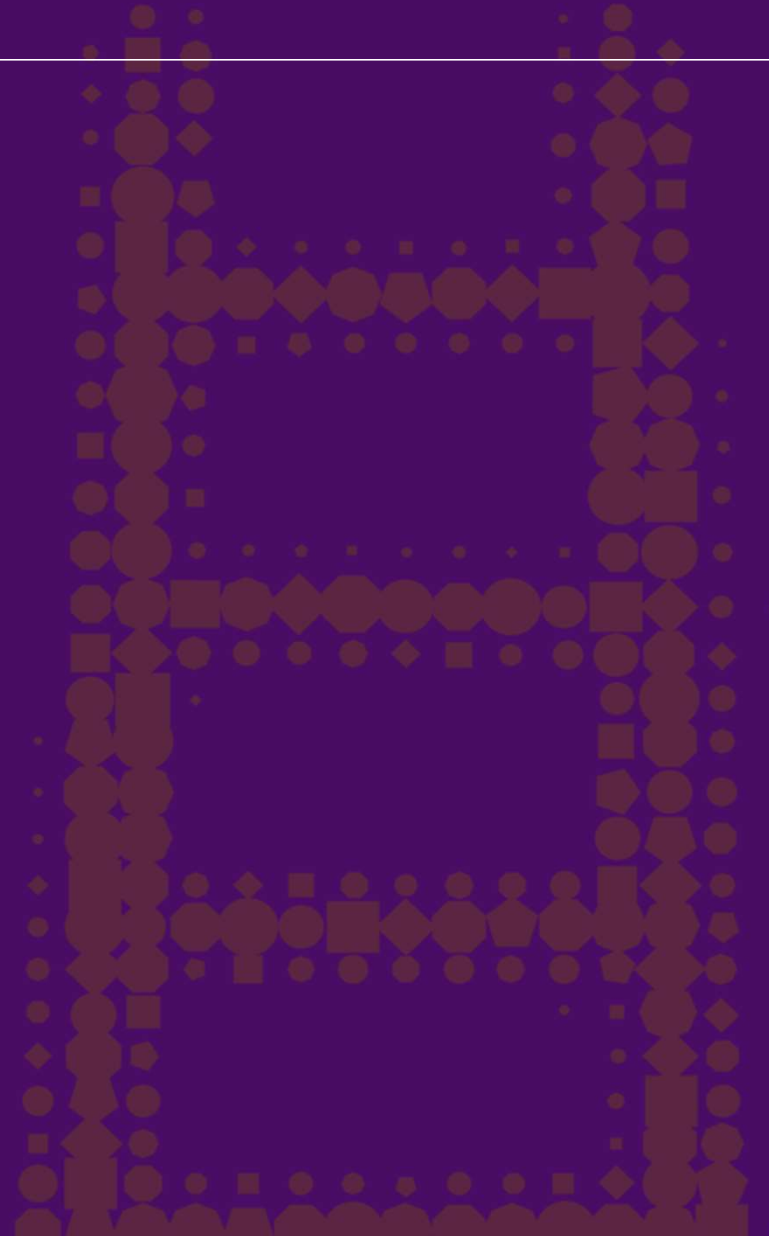
- More innovative
- More profitable
- Better at problem solving



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# Poll

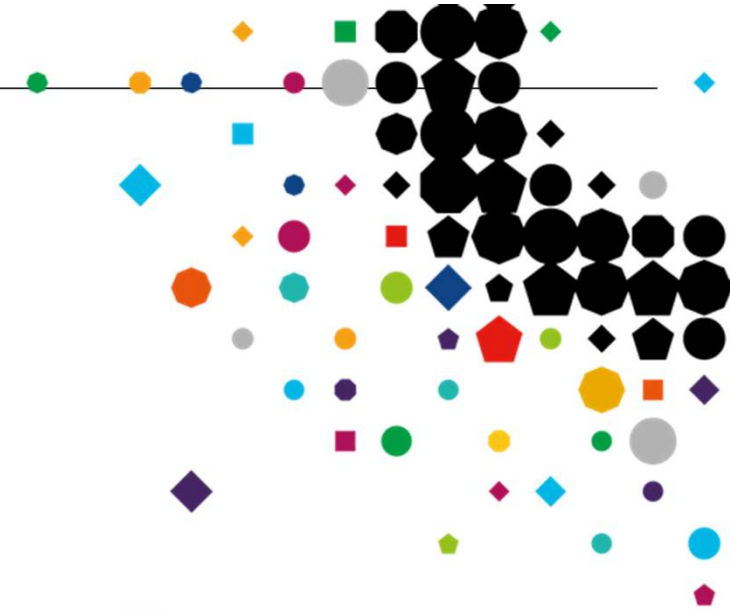
Does your organisation have an inclusion and diversity strategy?



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## Raising the appeal of apprenticeships

- By age 12 children already have a sense of their personal futures
- Just 9% of 14 to 16 year olds planned to pursue an apprenticeship
- 46% of girls age 11-14 would consider a career in engineering – just 25% of girls aged 16-18 felt the same way





## Why choose an apprenticeship?



20%

Of employers have former apprentices at board level



51%

Of employers say it takes an apprentice 5 years to reach management

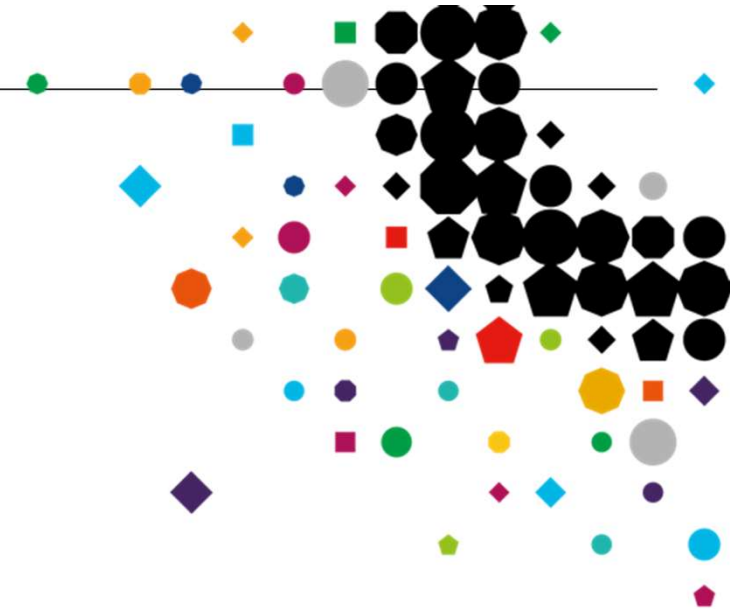


59%

Of learners chose university as 'the best way to get a good job in future'

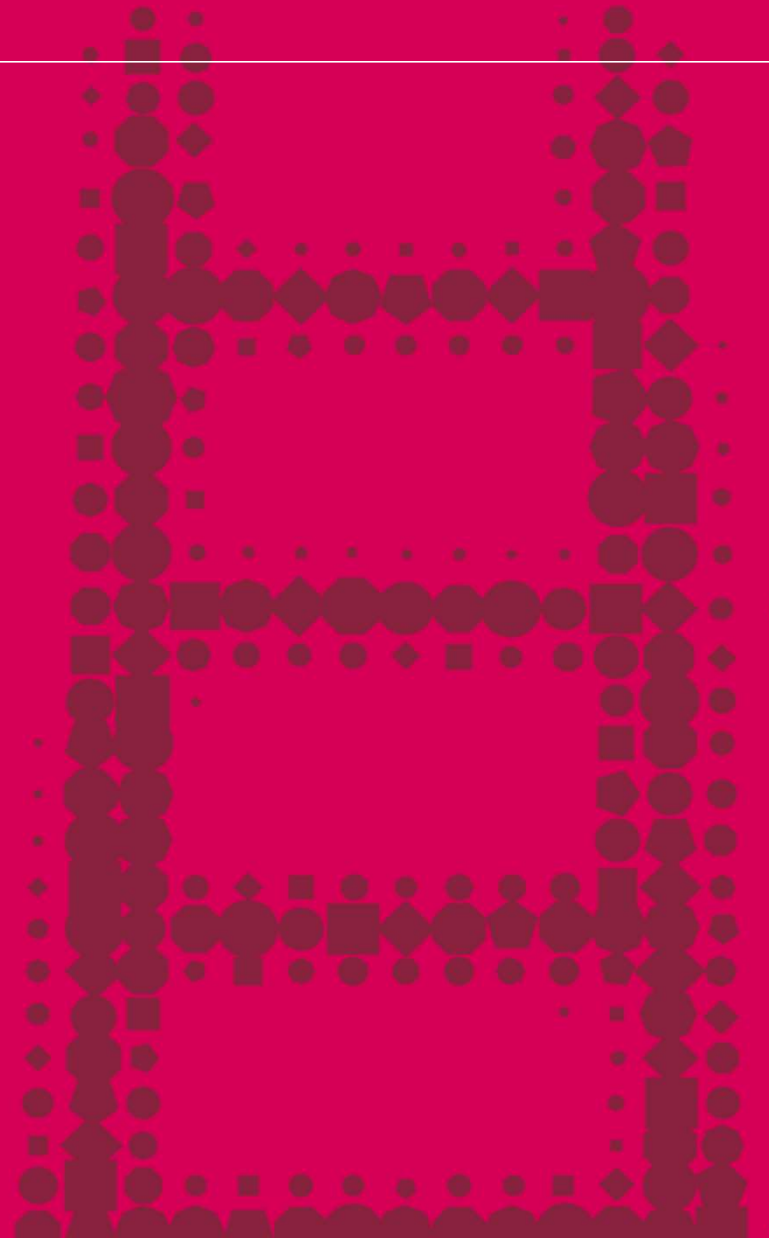
## The way forward

- Consider what matters, in a career, to the people you want to recruit
- Communicate with young people at the earliest stages
- Educate students, teachers and parents on the benefits of apprenticeships
- Collaborate with key stakeholders – schools, colleges, employers and government



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# Q&A



**Thank you**

